

Workforce Innovation and
Opportunity Act in Mississippi

PROGRAM YEAR 2021 ANNUAL REPORT



**EXPANDING
OUR HORIZONS**

July 1, 2021 to June 30, 2022

Workforce Innovation and Opportunity Act in Mississippi 2021 Annual Report

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MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

OFFICE OF THE GOVERNOR

Dear Friends:

On behalf of the Mississippi Department of Employment Security (MDES), it is a pleasure to submit the WIOA Annual Report for Program Year 2021, *Expanding Our Horizons*, which showcases new directions and expanded partnerships in Mississippi's workforce while maintaining our mission of "Helping Mississippians Get Jobs."

In 2021, the Mississippi Legislature created the Office of Workforce Development, branded as AccelerateMS, to expand the scope of workforce development by having an oversight body to coordinate the use of all federal and state funds. We are grateful for the leadership of AccelerateMS, which was also designated by Governor Reeves to lead the State Planning process this year.

As a result of this coordination and expansion, Mississippi is moving toward a combined WIOA and Perkins Act State Plan in 2024, and an expanded partnership between education and workforce. It is great partnerships like these that enable MDES to better carry out its mission.

This year's report highlights success stories, workforce partners old and new, and innovative programs as Mississippi expands its workforce horizons.

Sincerely,

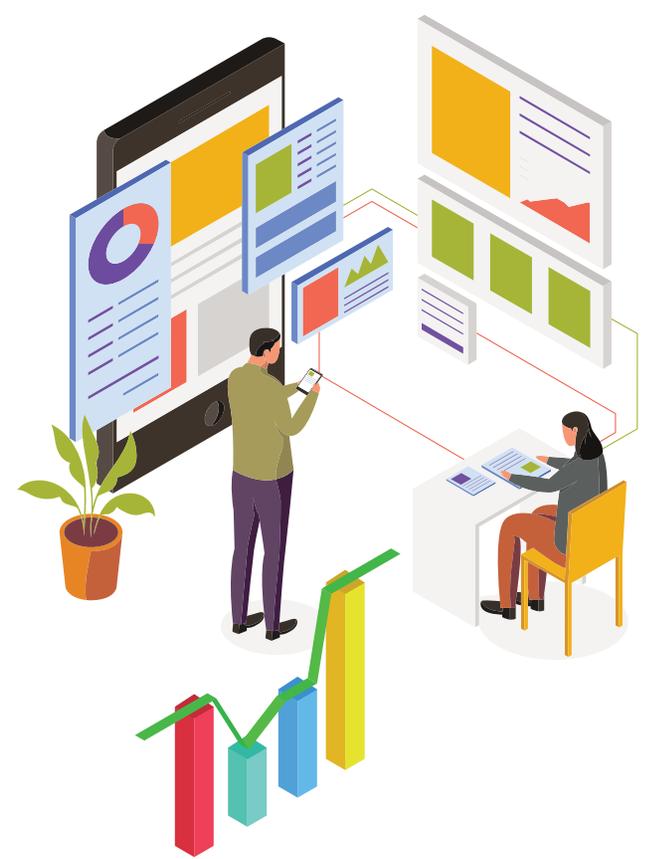
A handwritten signature in black ink, appearing to read "R. Stewart".

Robin Stewart
Interim Executive Director

STATE PLAN STRATEGIC VISION AND GOALS

Mississippi's strategic vision continues to support a workforce system that acts and functions as an ecosystem where all parts are connected to achieve common goals.

This system gives every Mississippian the opportunity to be work-ready or career-ready and to secure his or her dream job right here at home. Under Mississippi's Combined Plan, from the moment one enters the education and workforce system, he or she will be presented with the necessary tools to choose and pursue a career pathway that is relevant to current and future labor markets. Similarly, as soon as current and prospective businesses enter into a partnership with Mississippi's education and workforce system, resources will be aligned to cultivate the sustainable, high-performance workforce critical for maintaining and expanding businesses' long-term economic viability. This partnership creates better and more sustainable employment opportunities for Mississippians.



MISSISSIPPI'S COMBINED
PLAN INCLUDES THE

six
required
STATE PROGRAMS

This report showcases the six required state programs along with the optional partner programs that complement the state plan.

- 1 Adult Program;
- 2 Dislocated Worker Program;
- 3 Youth Program;
- 4 Adult Education and Family Literacy Act Program;
- 5 Wagner-Peyser Act Program
- 6 Vocational Rehabilitation Program; along with

Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI), Trade Adjustment Assistance (TAA), Jobs for Veterans State Grants Program (JVSG), and Senior Community Service Employment Program (SCSEP).

Titles I & III: Measuring Service and Data Quality

Measuring Service and Data Quality for the WIOA customer satisfaction ratings were collected through a telephone survey of job seekers and businesses in Mississippi who participated in WIOA workforce programs. Eligible job seekers had received help finding a job within the last several months and were either adults or dislocated workers. Eligible businesses had received a substantial service that had either been completed or was ongoing at the time of the survey. In order to improve the response rate, a letter was mailed to each participant to be surveyed prior to conducting the telephone survey. A total of 1,000 surveys were completed with each group accounting for 500 surveys. The participation results are as follow:

SURVEY COMPLETION RESULTS			
	SURVEY PARTICIPANTS	SURVEYS COMPLETED	RESPONSE RATE
Job Seeker	886	500	56.4%
Businesses	956	500	52.3%

Results being generalized to each type of customer indicate that both businesses and job seekers are satisfied with the services they received from the local WIN Job Centers. This suggests that local WIN Job Centers are consistently meeting the needs of their customers. Overall, the state-level results are largely reflected across WIOA areas, indicating that job seekers and businesses are satisfied with the services they are receiving from the WIN Job Centers in their area.

Survey Questions

Three questions were used to determine how satisfied job seekers and businesses were with the services they received. Question 1 asked job seekers or businesses to rate their overall satisfaction with the services received. Question 2 asked how closely the services received met the expectations of the job seeker or business. Question 3 asked if the services received were ideal for an individual or business in the same circumstances.

Response from each of the three questions were used to calculate the American Customer Satisfaction Index (ACSI).

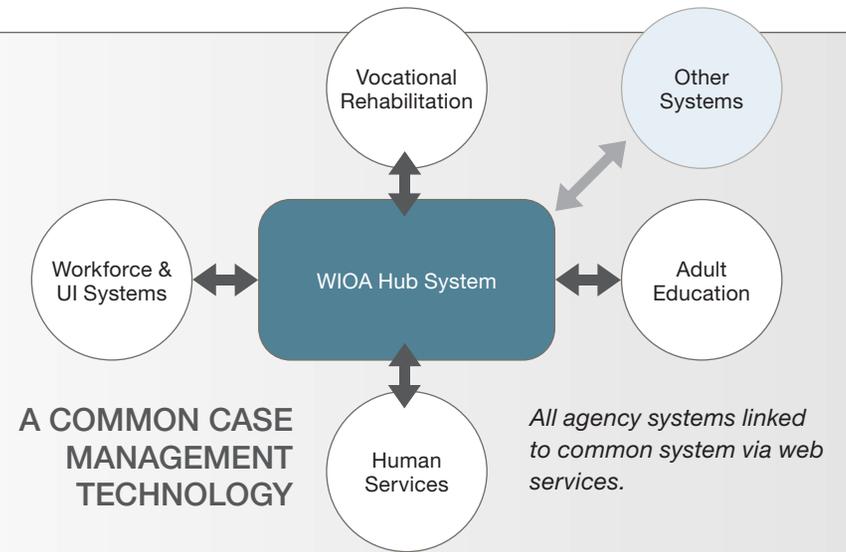
2021 JOB SEEKER SATISFACTION	
	RATE
Delta	86.22
MS Partnership	87.16
Southcentral	84.92
Twin Districts	84.24
State Average	85.60

2021 BUSINESS SATISFACTION	
	RATE
Delta	68.73
MS Partnership	71.68
Southcentral	66.43
Twin Districts	73.60
State Average	70.82

In addition to sharing the annual results with the local workforce areas and agency management, the MDES staff also participates in quarterly meetings with workforce managers ensuring that customer satisfaction remains a high priority. Feedback will be used by the four local workforce areas and results incorporated in customer service training for staff in the WIN Job Centers.

WIOA Hub

Mississippi designed and developed a data system called the WIOA Hub to assist individuals across the WIOA partner agencies. A key goal of WIOA is to ensure that a Mississippian is connected to all services they need to connect to a job. Services from Mississippi’s WIOA partners help remove barriers to work such as childcare needs, lack of transportation, lack of a high-school diploma, help searching for a job, or help to overcome a disability. The Hub allows agencies to work together to ensure that customers get connected to the mixture of services they need to succeed. A key activity of WIOA implementation in Mississippi was creating a comprehensive dictionary of all the services provided by WIOA partners.

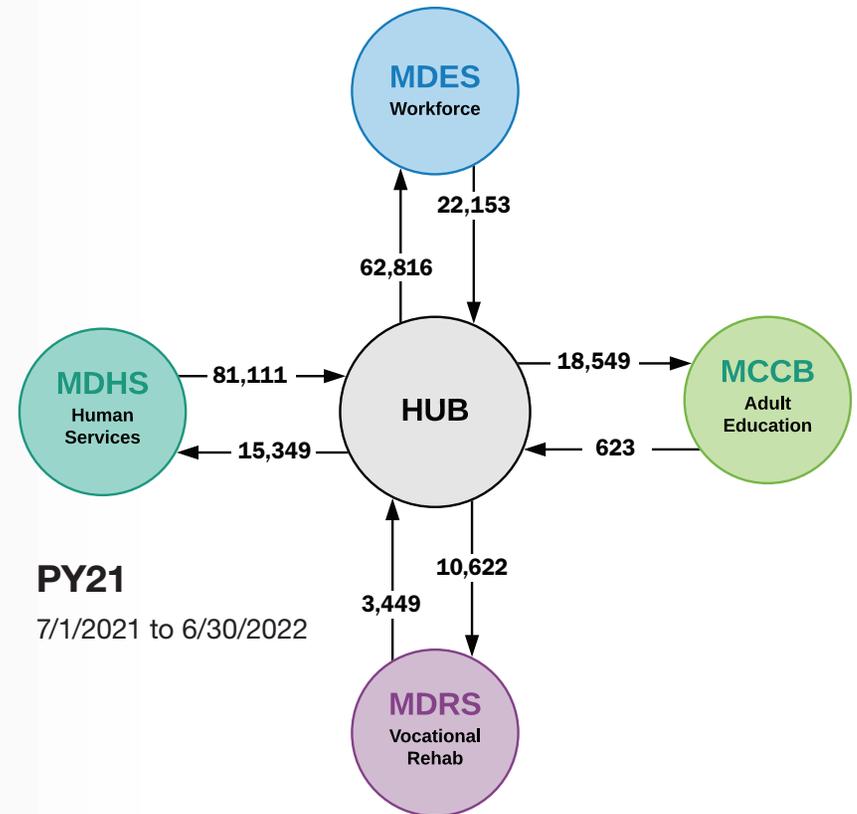


Services Provided

For program year 2021 (7/1/2021 to 6/30/2022), 241,333 individuals served by WIOA partners through the interagency WIOA Hub received over 850,188 services, encompassing 288 distinct kinds of services. These services include transportation services, job placement assistance, career planning and counseling, on-the-job training, work experiences, household cash assistance, and the purchase of assistive technologies for those individuals with disabilities. The most common service provided by MDES was reaching out to WIOA participants by email, phone, or a mailed letter with information about a good job opportunity—in fact, MDES did this 576,640 times!

Referrals

The Hub plays a key role in allowing agencies to refer customers electronically, with the goal that no one falls through procedural cracks. The Hub is like a post office and every participating WIOA partner agency can use their own systems (mailboxes) to send and receive referrals to each other.





State Longitudinal Data System (SLDS)

MDES continues to successfully use the SLDS system which was made possible by a Workforce Data Quality Initiative (WDQI) grant from a previous year.

WHAT IS LONGITUDINAL DATA?

Longitudinal data is data that are accumulated over time and provide an opportunity to identify and track progress and trends.

WHAT IS SLDS?

SLDS is a state system that uses state data as a valuable resource for understanding how to improve services, ensure good educational outcomes, and guarantee training that leads to good jobs. The data for Mississippi's SLDS are provided by state agencies that serve Mississippians in the areas of education, human services, corrections, vocational rehabilitation services, and employment security. This provides a complete picture of the state.

HOW DOES THE SLDS HELP EVERY MISSISSIPPIAN?

There are many ways that SLDS helps, but one clear example is in the area of economic development. Imagine you wanted to start a company in Mississippi that uses pine wood to make custom furniture. One look around shows that there are plenty of pine trees, but what about skilled workers? The SLDS allows prospective companies to see Mississippi's people as clearly as they see the trees. SLDS data provide an accurate picture of available workers, including the training pipeline, that a company can use when deciding to locate in Mississippi, giving Mississippi a huge advantage.

Eligible Training Provider List

Mississippi's ETPL website contains information about approved training providers and programs. The purpose of the ETPL is to provide customer-focused employment training. Training providers who are eligible to receive Individual Training Accounts (ITAs) through WIOA Title I-B funds are listed on the ETPL.

Training Service Providers may apply to have new training courses added to the list and may edit existing training courses during the State's annual open enrollment and recertification period, April 1-15. System Administrators may access the database for approval or denial of programs.

ELIGIBLE TRAINING PROVIDER LIST
Available Online
Serving 1,638 Participants
Serving 41 Providers
Offering 755 Courses
109 Courses Utilized by Participants
Tracks ITAs
Tracks OJTs
Tracks Payments
Interacts Daily with the DFA system/MAGIC

Career Dislocated Worker Grant

During PY 2021 MDES began receiving funding for a Career Dislocated Worker Grant (Career DWG). MDES is using this funding to expand the capacity of the workforce system to provide high-quality, accessible, and understandable virtual career services to dislocated workers by researching and implementing technology that will support **eight specific services**.



Streamlined Signup



Virtual Enrollment Documentation



Virtual Career Counselor Tool



Text and Video Chat



Virtual Career Fairs



Voice Commands



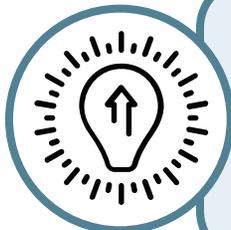
Simplified Reading Level Evaluation



Miscellaneous Usability Improvements

Workforce Data Quality Initiative Grant

During PY 2021 MDES began receiving funding for a Workforce Data Quality Initiative Grant (WDQI). **MDES is using this funding to expand current systems to:**



Enhance Unemployment Insurance (UI) Wage Records Reporting



Study the Effectiveness of Training Programs



Modify the Eligible Training Provider (ETPL) System to improve the effectiveness with MS Works

Mississippi Active Waivers

For program year 2021, Mississippi requested a waiver associated with the requirements at WIOA Section 129 (a)(4)(A) and 20 CFR 681.410, which requires not less than 75 percent of youth funds be used for Out-Of-School Youth (OSY).

Mississippi requested that this percentage be lowered to 50 percent retroactively for Program Year 2021 for the following reasons:

- Approximately three out of every four public school children in Mississippi live below the poverty guidelines.
- Research shows that students from low-income families are more likely to drop out of high school than their more advantaged classmates.
- With more than 60% of Mississippi jobs requiring post-secondary education and training, intervention strategies that increase a student’s opportunity to remain in school and graduate are critical to the success of our state’s youth.

As a result of the waiver, there was an increase in connection between education and training providing work-based learning opportunities that include work experience and pre-apprenticeship and increasing access to workforce services to disadvantaged youth.

For PY21, a partnership between Twin Districts LWDA and Kemper County School District provided students enrolled in the Work-Based Learning program job placements previously unavailable, and employers have benefitted from the additional and much needed workforce. The Workforce area staff works closely with students to ensure that they develop proper job search skills and are hired with the soft skills and work ethics needed to succeed. Using the Kemper County model, the LWDA replicated the program and expanded it to the Hattiesburg Public School District, and they anticipate more growth throughout the workforce area in 2022.

The Mississippi Partnership LWDA was the first workforce area in the state to begin implementing the 50/50 strategy, using the waiver during PY18 - PY20. Although you participation dropped in PY19 and PY20 due to COVID, enrollment is increasing in PY21. And the two areas that used the waiver extensively in PY21 – the Mississippi Partnership and Twin Districts – both increased Youth Median Earnings enough to raise the statewide Youth Median Earnings performance in the first three reportable quarters. Statewide and in both LWDAs, Out-of-School Youth increased median earnings by a larger margin than In-School Youth did.

YOUTH MEDIAN EARNINGS GROWTH PY20 TO PY21 Q3	AMOUNT OF INCREASE	PERCENTAGE OF INCREASE
Statewide	\$719	22.18%
MS Partnership	\$1,300	42.47%
Twin Districts	\$930	29.61%

Data Validation

Data Validation is conducted and documented on a quarterly basis according to prior established processes and procedures. Training is conducted on an as-needed basis when requested by Local Workforce Development Areas. MDES Performance and Reporting Unit staff are required to attend annual Department of Labor training regarding WIOA guidance.

During the preparation of the Participant Individual Record Layout (PIRL), personnel of the National Strategic Planning and Analysis Center (nSPARC) at Mississippi State University reviews program data for errors, missing data, out-of-range values, and anomalies. Quarterly program reviews are performed by the Performance and Reporting Unit at MDES prior to presenting the results to MDES management for approval and certification.

Data Validation was a high priority during Program Year 2021 at MDES. Along with the cooperation of nSPARC, the Performance and Reporting Unit at MDES initiated several projects to improve data integrity. These initiatives targeted data elements in all WIOA programs and included such topics as priority of service, proper resulting of services, and other miscellaneous topics.

MDES will continue to focus on improving processes and procedures to include quarterly data validation activities and more frequent training opportunities for location personnel.

GOVERNOR'S RESERVE FUNDING



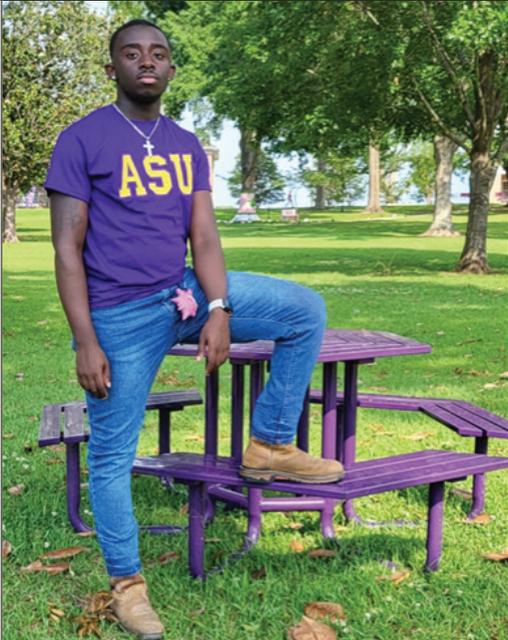
Jobs for Mississippi Graduates, Inc. (JMG)

Jobs for Mississippi Graduates' number one goal is to combat illiteracy by preparing at-risk youth to succeed in the 21st century workplace through a combination of innovative instructional methods, educationally sound research-based curriculum, effective school/business partnerships, mentors, and work experience.

For Program Year 2021, JMG implemented the "Gateway to Work" program. JMG was able to provide workforce readiness and job placement for 1,214 youth who were 16 to 24 years of age. The services were in the form of paid and unpaid work experiences, financial literacy, labor market information, and academic skill training. Additional services included leadership development, supportive services, adult mentoring, college preparation, and entrepreneurial skills training.

The "return on investment" of the Governor's reserve grant award is evident in that 1,214 participants were served and collectively received over 8,488 hours of service. Work-based experience was afforded to 50 participants with employers such as local high schools, Jackson Medical Mall, and the University of Southern Mississippi. Of the 295 high school seniors served, 150 were admitted/enrolled in post-secondary institutions while 75 went directly into the workforce upon graduation/exit from the program.

The Gateway to Work program provided social and emotional support to participants (teen mothers, special needs students, homeless students); supportive services (clothing, tutoring, transportation, childcare), cultural exposure given via the worksite field trips (Nissan, Continental Tires), and college tours to all of the state's higher education institutions. Cultural diversity trips to museums also added value to the Gateway to Work project.



Tallas Brown is a 2022 graduate of Noxubee County High School who participated in JMG. He graduated with a cumulative GPA of 3.5. While in high school, Mr. Brown took advantage of the dual enrollment program and earned his Associate Degree from East Mississippi Community College. Mr. Brown is currently attending Alcorn State University where he is majoring in Agricultural Science with a concentration in soil tooling and ag-engineering. He is actively seeking to join the Tennis Team, The Sounds of Dynamite Band, and other student organizations.

A photograph of three graduates in black caps and gowns, smiling and holding white diplomas with gold ribbons. They are standing against a dark blue background.

JMG had a **GRADUATION RATE OF 100%**
PARTICIPANTS RECEIVED OVER \$2.4 million
IN SCHOLARSHIPS



Goodwill Industries of Mississippi

In today's digital world, Goodwill Industries of Mississippi, Inc. (Goodwill) provides **Digital Skills Training** to assist individuals in preparing for career applications and employment. The 15 classes that are offered are available to the public: Basic Computer Skills, Internet Basics, Using Email, Windows, Mac OS, Microsoft Word, Microsoft Excel, Microsoft PowerPoint, Google Docs, Social Media, Information Literacy, Career Search Skills, Accessing Telehealth Appointments, Your Digital Footprint, and Supporting K-12 Distance Learning. Participants can choose which classes to complete, and a certificate, which can be used on resumes, is awarded for each successful completion.

Additionally, Goodwill started a **Virtual Reality Career Exploration pilot project**. Participants can virtually explore over 250 simulations for careers in areas such as Manufacturing and Construction, Hospitality and Tourism, Automotive, Diesel Technology, Aviation Maintenance, and Electrical Construction.

Linda is a 52-year-old in early recovery living in a sober living facility for women. This is the first time she has sought help in the 30 years of living with an active addiction.

Ms. Linda had limited technology skills using her phone and was learning to text but had to be shown how to access her email. She had worked at McDonald's in the past so that is where she started looking for a job. She was told at McDonald's that she could only apply online, so she asked a friend for help, but they were struggling to get it done.

Ms. Linda came to Goodwill to participate in the free computer classes. She was terrified to sit down in front of a computer. After the first class, she, with our assistance, accessed the McDonald's website and reviewed the skills covered applicable to filling out the application. The Goodwill Instructor copied and emailed the application link to her friend, and they were able to complete the application that night. Ms. Linda was hired in the next few days and began working prior to the next computer class. Two months later, she is more confident with her digital skills, plans to pass all the assessments, and is setting new goals for her future. She is gaining the skills and confidence needed to obtain a life-changing career.

In PY21, Goodwill impacted 574 individuals by providing

3,701 certificates in **DIGITAL SKILLS** and

56 simulations in Virtual Reality Career Exploration, exceeding expectations in all areas.

Disability, age, low income, and long-term unemployment all create great challenges to find employment. Yvita was looking for work to assist with paying bills in the home where she lived as a caregiver for special needs family members who needed constant care and financial support.

Ms. Yvita began her job search at the WIN Job Center. She was given a brochure about the different training programs at Goodwill. The free computer classes were just what she needed. She joined the program where she increased her knowledge in basic computer skills and gained a renewed faith in humanity.

She successfully updated her resume and obtained a job where computer literacy is the basis of the work. Her life has improved because she applies the computer skills that were learned from Goodwill.

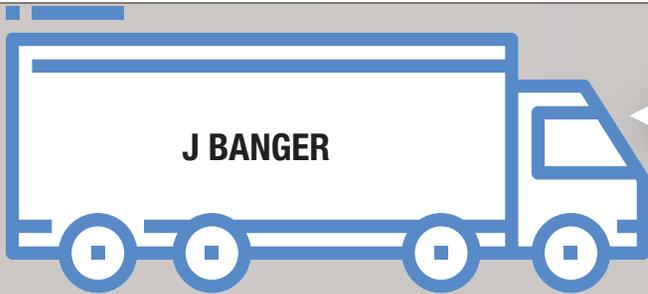
"If you are looking to develop and improve your computer skills, Goodwill industries is a really good place to get what you need. There is always positive support and kindness. The staff shows interest in wanting you to succeed. I am so happy the WIN Job Center referred me to the Goodwill Industries of Mississippi training program," says Ms. Yvita.



Dependable Source Corp. (DSC)-CDL Program

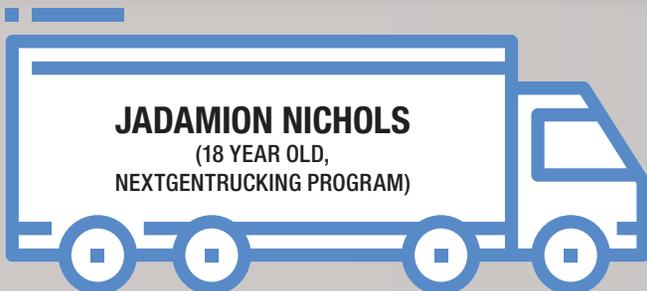
The DSC Center for Community & Workforce Development is a non-profit workforce & community development corporation whose goal is to provide a clear pathway to high wage careers for Mississippians. DSC's goal is to empower individuals and communities with the skills they need to affect change within their own communities.

DSC used the Governor's Discretionary Grant to train 42 recipients (men, women, veterans, and formerly incarcerated) as commercial truck drivers and connected at least 93% of the participants to transportation industry employers. This training covered the complete cost of classroom, yard and road instruction, all CDL and medical fees, including background checks and application processing. Participants graduating from the program received Class A or B certificates of certification and job placement in the trucking industry. DSC also administered its NextGenTrucking program in at least two MS high schools enrolling a minimum of 13 high school student graduates, and impacting (50-150) students through career awareness. 100% of the graduates received CDL Certifications and job placement from DSC.

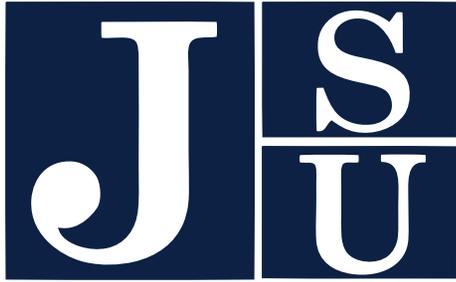


"I chose trucking because of the influence of my grandfather who was a trucker for over 50 years. I wanted to walk in his footsteps. I chose and appreciate DSC because everybody was like a family and everyone stuck together helping each other. I like the comfort and help DSC has provided."

"I chose trucking because I like to travel and thought it would be a great career opportunity. I saw DSC on the internet and applied. It was one of the best choices that I could have made for myself. I had an opportunity to meet amazing people and gain new friends. The one thing I tell myself daily is, "This is my life and it's up to me to make the changes to become successful. The message I want to leave is *believe in yourself no matter what you're up against and don't let the thought of fear keep you from playing the game.*"



"My name is Jadamion Nichols and I chose trucking because I want to build something and create generational wealth for me and my family. I want to explore the world and see what it has to offer. In addition, I chose DSC because it was a great way to support a minority-owned business."



Jackson State University School of Lifelong Learning

The School of Lifelong Learning is a unit within Jackson State University College of Education and Human Development, which operates the **Adult and Career Education Services (ACES)** “Redefine your Future.”

ACES is designed for out-of-school youth and adults facing employment or job promotion challenges because of basic skill deficiencies, justice system offenses, or lack of High School Equivalency (HSE), college degree, or job readiness training. Participation will help individuals discover a new path for their future with features to assist them with increasing skills and creating a pathway to gainful employment.

Activities include Adult Basic Education, HSE examination preparation, computer-assisted academic instruction, employability skills training, online soft skills/workforce development courses, development of career pathways, and workforce training.

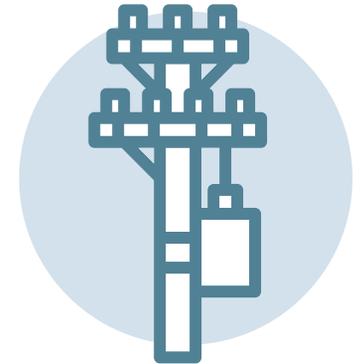


ACES PROGRAM ACTIVITY	ACTIVITY PARTICIPATION
Number of Participants Registered	22
GED Completers	4
HiSET Completers	1
Completers Entering Postsecondary Education	1
Ed2Go Online Instructor-Led Workforce/Skills Training	22
Participants Employed (Prior to completion of program)	3



The Utility Lineman Program at Meridian Community College

The Utility Lineman program at Meridian Community College is a 16-week non-credit class to prepare students for entry-level employment in the field of utility power transmission and distribution construction, troubleshooting, and repair. Upon successful completion, students should be prepared for Climbing in Elevated Work Site (Pole Climbing), Overhead Construction, System Design and Operation, National Electric Safety Code, AC and DC Circuits, and Electric Power.



MCC’s lineman program had a **TOTAL OF 24 STUDENTS** enrolled since the grant period began.

23 COMPLETED THE COURSE

22 GAINED EMPLOYMENT



Skyler Favors was delivering pizza before beginning training with the Cyber4Work program. Mr. Favors has completed the cybersecurity training at the Biloxi training site and the CompTIA Security+ certification exam voucher has been provided to him. Mr. Favors is currently in the interview process at Mississippi-based GeoJobe. The expected starting salary is \$48K.

Cyber4Work

The Cyber4Work program is a partnership between USM and the Mississippi Coding Academies (MCA) that will provide an on-ramp to higher wage jobs and a bridge to higher education. The MCA-USM partnership piloted rapid upskilling for post-secondary learners with a curriculum that prepared participants for the CompTIA Security+ entry-level certification that is prevalent in the cybersecurity workforce. Locations included Choctaw (the Mississippi Band of Choctaw Indians), south Jackson, and Biloxi.

According to the (ISC)2 Cybersecurity Workforce Study in 2021, a Cybersecurity Workforce Estimate and Gap Analysis revealed that the global cybersecurity workforce needs to grow 65% to effectively defend critical assets. ISC2's research also indicates that 48% of cybersecurity stakeholders seek to retrain existing staff to close the cybersecurity skills gap. In addition to providing upskilling opportunity, Cyber4Work provides reskill training for those currently employed who want to transition to a cybersecurity role, both for their own professional development and to help their employer meet cyberdefense needs.



THE UNIVERSITY OF
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Immersive Virtual Reality Nursing Training

The Immersive Virtual Reality Nursing Training (IVRNT) program at Mississippi State University provides basic skills training to licensed nurses, including certified nursing assistants, licensed practical nurses, and registered nurses in the Mississippi healthcare system. The purpose of this project is to demonstrate how innovative virtual reality (VR)-based training tools can be used to reduce nurse recruitment costs, increase nurse retention, and assist in the development of the nursing workforce. The IVRNT program trains nursing skills including safety self-awareness, patient assessment and prioritization, and professional interaction with patients experiencing psychological distress.



Steven Winton, a military veteran with 15 years of nursing experience, used the VR training tool to refresh and improve his nursing skills. After the training, he realized that this tool could fundamentally change nursing education and allow nurses to maintain and improve their skills at a much lower cost. He has already recommended this tool to his colleagues and would like to continue using this VR tool to improve his skills in order to pursue other nursing career opportunities.



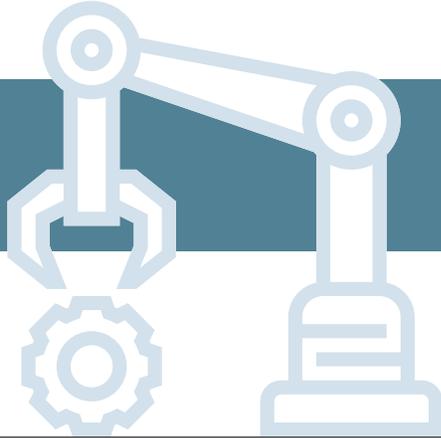
Mississippi State University Center for Advanced Vehicular Systems Extension (CAVS-E)

The **Enhancing Manufacturing Skills for Mississippians (EMSM) program** introduces a bootcamp style learning environment entitled “Manufacturing Skills Development Bootcamp,” which provides training that is aligned with the needs of the advanced manufacturing sectors across the state. Through this program, CAVS-E administers training to individuals across any of the three levels of the bootcamp offerings that encompass basic, technical, and mastery levels of knowledge. The EMSM program enhances participants’ strategic and technical skills and provides an environment where individuals learn about leadership, critical thinking, problem-solving, process failure analysis, process improvement, project management, financial fundamentals, teamwork, collaboration, and effective communication skills.

CENTER FOR ADVANCED
VEHICULAR SYSTEMS

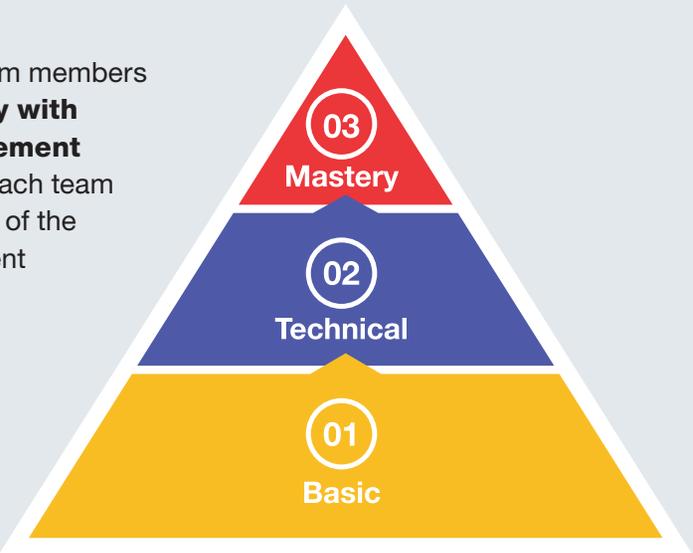
After the first three quarters, the program has awarded 133 workshop certificates, which exceeds the program goal by 13%, with two quarters remaining in a 15-month program.

In addition, the program is well on the way to exceeding the number of EMSM Level certifications awarded to participants and meeting the goal of **servicing 25 companies across the state.**



Andrew Frank, Owner and President of BSP Filing Solutions, who recently had three team members participate in the master level training, stated, **“Management of BSP was very happy with the results achieved. The class pushed each team member to lead an improvement project and was an excellent training tool for teaching their leaders to lead.** Each team member completed a valuable improvement project and set the example for teammates of the continuous improvement culture that Lean training imparts to trainees.” BSP management stated that they look forward to sending more team members to this class in the future.

Individuals and companies continue to see the after-effects of the COVID crisis and related personal and business challenges. The funds provided by the grant, thus far, have helped provide training vital to the advanced manufacturing sector that most participants would not have otherwise been able to experience, thereby placing them in positions to excel in the workplace.





MSU Advanced Composites Institute (ACI) High-Rate Resin Infusion Manufacturing (HiRIM) Training Academy

The HiRIM Training Academy prepares Mississippi's workforce for next-generation composite manufacturing through a program that emphasizes hands-on training and produces professionals who are prepared to manufacture high-quality composite parts at scale with the latest technology and equipment from day-one. The ACI engages industry partners as well as high schools and colleges to develop industry relevant training and to connect the future workforce with advanced manufacturing employers in the state.

Demand for lightweight, low-cost, high-rate materials continue to drive the future of all transportation industries, sustainable energy, and national security. Multiple Mississippi businesses from aerospace to automotive, marine, and defense, recognize the need for advanced composites manufacturing and have expressed direct concerns about the training gap in the current and future workforce. During PY 2021, HiRIM focused on this need and directly supported Mississippi's strategic plans to increase the technology economy, build and retain talent, produce a highly qualified and competitive workforce, stimulate growth and innovation, and incentivize economic development in the state. HiRIM invested in state-of-the-art equipment at MSU's ACI, a first-of-its-kind, industry-scale, thermoset 3D printer for demonstration and training in high-rate, low-cost manufacturing of advanced composite tooling. When combined with other equipment at the ACI, this capital investment enables the creation and sustainment of an advanced manufacturing workforce. *(Photo Credit: Mississippi State University)*

The ACI trained over 70 Mississippi personnel in advanced composites manufacturing in the last 2 years. The beta-version of the HiRIM Training Academy facilitated work-based learning for 30+ engineering students, 10+ new-hires, and 10+ industry trainees. which exceeds the program goal by 13%, with two quarters remaining in a 15-month program.

Reducing Recidivism Among Reentry Citizens

MagCor's purpose is to reduce the recidivism rates among reentry citizens by providing a comprehensive program of pre/post-release adult basic education, soft skills training, on-the-job skills training, apprenticeships, cognitive behavior therapy, employment connections, and support services. During PY21, MagCor provided job training to 324 participants. Fifty-five (55) participants were placed in jobs.



Cornell Morgan is a native of Jackson, the father of four children, and happily married. He was incarcerated at the age of 17 and sentenced to serve 25 years at the Mississippi State Penitentiary (MSP). While incarcerated for 23 years, Mr. Morgan worked as a janitor, clerk, and trustee within MSP. He also earned his GED and completed two vocational trainings: Horticulture/Landscaping and Basic Construction. He completed the Life Skills, Alcohol and Drug, Anger Management, and Bible Correspondence courses. Upon his release, MAGCOR staff provided supportive services and Job Readiness that connected Mr. Morgan to an employer who would hire formerly incarcerated individuals. He has been on the job for 9 months and has already been promoted to Crew Leader.



MISSISSIPPI APPRENTICESHIP PROGRAM (MAP)



The Mississippi Apprenticeship Program (MAP) works with community college and industry partners across the state to strengthen the workforce and provide more opportunities for Mississippians to participate in apprenticeship programs. These programs represent a variety of fields such as manufacturing, transportation and logistics, energy and utilities, banking and finance, and more, that enable our state's residents to earn a living wage while learning a new skill that could lead to a meaningful career.

As a part of these efforts, MAP works to ensure people of diverse backgrounds learn about and take advantage of these programs across the state. We want to attract more businesses, industry, and community college partners to apprenticeship so that, regardless of their backgrounds, Mississippians have a chance to earn a family-sustaining wage. At the same time, they learn a new trade or profession.



New Apprenticeship Program in South Mississippi to Train 50 Apprentices

Mississippi Gulf Coast Community College and Halter Marine held an Apprenticeship Orientation Session on September 1 at Halter Marine in Pascagoula. Fifty shipbuilding apprentices began the program, with 10 in each of five programs that include electrical, welding, pipe welding, shipfitting, and pipefitting.

With the exception of pipe welding, each of the Apprenticeship programs is four years in length and consists of 8,000 hours of on-the-job training and 576 classroom hours. Pipe welding is three years, with 6,000 hours of on-the-job training and 432 classroom hours.

The apprenticeship program is a new workforce-training model for Halter Marine to ensure consistent high-quality shipbuilders, enabling Halter Marine to successfully pursue federal shipbuilding contracts.

The apprentices are following Maritime Technology curriculum approved by the Mississippi Community College Board. The curriculum comprises 10-12 classes in support of their craft, plus management/ leadership classes. The classes are being taught as noncredit, workforce classes, but the apprentices will have the opportunity to convert their noncredit classes into credit through competency-based exams (CBE).

“Halter plans to begin new Cohorts of Registered Apprentices each fall for several years,” said Gayle Brown, MGCCC grants and special projects developer. “Additionally, six other crafts have been approved by the Department of Labor for Halter to apprentice, so when Halter is ready, the college will stand up those programs as well.”

Brown said Gulf Coast is already working with other companies to provide apprenticeship programs.

“Keesler Federal Credit Union started their third cohort of Branch Manager Apprentices this fall with nine,” she said. “F.E.B. Distributing has plans for additional Commercial Truck Driving apprentices in the future.” each class, and you can see actual results, it is worth it. It’s made me a better leader.”



Apprentices begin their first day of training with an orientation session at Halter Marine in Pascagoula. A partnership between Halter Marine and Mississippi Gulf Coast Community College, the apprenticeship program has 10 apprentices in five craft areas that will provide quality shipbuilders for the company.





Apprentice thriving in workforce thanks to Hinds Community College, Empire Truck Sales

“Completing the Apprenticeship program brings value to Matthews’s future career opportunities and brings real value to us as an employer today.”

A partnership between the Hinds Diesel Equipment Academy and Empire Truck Sales has been the key to a new career for Matthew Voss.

Voss, 23, a Purvis native, has completed a three-year program to become a Registered Apprentice through the U.S. Department of Labor. Achieving the status through Empire has led to full-time employment at the company’s Hattiesburg location and fulfilling experiences for him.

Supervisors at Empire are mentors to the apprentices along the way, providing invaluable insight and career guidance.

“It helped tremendously having hands-on training because I learned how they handle and work on different engine problems,” he said. “It also prepared me for the way engines have changed, with the electrical and technology side. There are a lot more computer sensors on trucks now than they used to have.”

Bob Bullard, general service manager for Empire Truck Sales, touted the worth of the program for both the employee and management.

“Completing the Apprenticeship program brings value to Matthews’s future career opportunities and brings real value to us as an employer today,” Bullard said.

Hinds Community College is a partner of the Mississippi Apprenticeship Program (MAP). Funding for the MAP program is provided by the Mississippi Department of Employment Security and via the federal Workforce Innovation and Opportunity Act. WIOA is an equal opportunity program.

“Before I went into the program, I was just cutting grass and helping my dad work on trucks and heavy equipment,” Voss said. “Now, I’ve been full-time at Empire since 2018 when I earned my Hinds credentials and hold a position of truck mechanic.”

SERVICES TO VETERANS

The Jobs for Veterans State Grant (JVSG) Program is fully integrated as an essential part of the WIN Job Center network. Between October 1, 2021, and September 30, 2022. Approximately 244 veterans were served under the JVSG program. Of the veterans served, 238, or 97.5%, were given individualized career services.



Integration

Disabled Veterans Outreach Program (DVOP) Specialists funded through the Jobs for Veterans State Grant (JVSG) are included among the WIN Job Center partner staff. The WIN Job Center staff assist veterans, eligible spouses, and other covered persons.

Veterans and eligible spouses are asked to complete an assessment form to determine if they have significant barriers to employment. The WIN Job Center staff provide initial basic career services and refer veterans/eligible spouses with barriers to the DVOP Specialist for individualized career services.

Local Veterans Employment Representatives (LVER) are viable and effective partners in the WIN Job Center delivery system. They participate in employer outreach, job fairs, and other activities related to the JVSG guidelines. LVERs are key members on the MDES Business Services Team participating in business development activities, employer outreach efforts, and in developing jobs

for veterans. To better meet the needs of businesses wishing to hire veterans, a coordinated approach to business outreach and service delivery includes the LVER and other WIN Job Center staff.

Priority of Service

Veterans and eligible spouses (Covered Persons) are given priority of service for the receipt of employment, training, and placement services provided under all Department of Labor-funded programs. These include Wagner-Peyser, National Dislocated Worker Grants, Trade Adjustment Assistance, and the Senior Community Service Employment Program.

WIN Job Center staff identify covered persons at the point of entry to the system. They make each individual aware of their entitlement to priority of service, available programs and services, and eligibility requirements for those programs or services.

To ensure veterans receive consideration for all opportunities for which they qualify, MDES ensures covered persons are aware of (1) their entitlement to priority of service, (2) the full array of employment, training, and placement services available through the WIN Job Centers and all service points, and (3) that all applicable eligibility requirements for these programs are understood and applied.

MDES will also utilize the following as means of providing priority of service:

- Referral of qualified veterans to new job openings, especially Federal Contractor job orders, prior to all non-veteran job referral activity; and
- Placement of veterans at the top of WIOA waiting lists for limited training funds in Individual Training Accounts and On-the-Job Training (ITA and OJT).

MDES management will monitor priority of service by reviewing quarterly, monthly, and ad hoc performance reports.



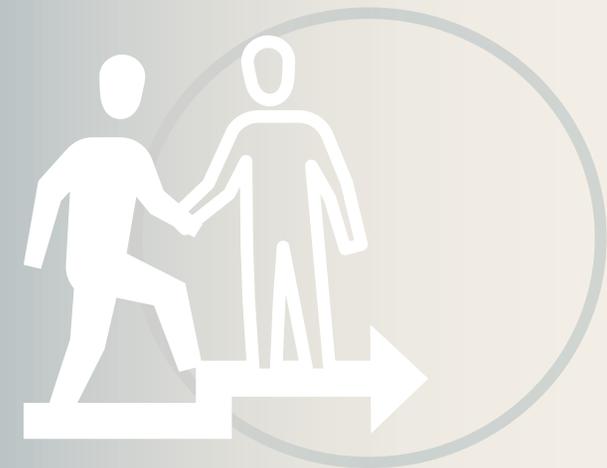
SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

SCSEP is the nation’s oldest program that supports low-income, unemployed individuals ages 55 and above and helps them find work by matching eligible older workers with part-time training assignments in non-profit or other public organizations.

The major objective of the program is to eliminate as many barriers to employment for older Americans as possible and allow them to re-enter their local workforce and obtain permanent, unsubsidized employment.

Mississippi’s ten Planning and Development Districts work alongside host agencies to provide employment opportunities and foster part-time community service activities. Participants build skills and self-confidence and earn a modest income while at the host agency.

In many cases, the host agency will hire the SCSEP participant on a permanent basis, saving agency training dollars.



Deborah Sanders knew from her earliest childhood days that she enjoyed spending time with the elderly and mentally challenged. She volunteered with non-profit organizations, helping people of all ages. She also worked as a caseworker with Gulf Coast Community Action offering assistance to low-income clients. After years of helping others, Ms. Sanders began to experience economic hard times personally and enrolled in SCSEP just prior to the COVID pandemic. When COVID forced all the South Mississippi SCSEP Participants to “shelter at home,” she began receiving At-Home Training Lessons. Ms. Sanders is now employed at Help at Home, LLC, where she has achieved her professional and personal goals of becoming a full-time Disability Job Coach. Ms. Sanders stated in a follow-up call that she loves what she is doing, giving the same kind of job guidance and encouragement to others that she received from SCSEP.

TITLES I & III: WORKFORCE SERVICES

Working with Job Candidates and Laid-Off Workers

Mississippi's network of WIN Job Centers is the centerpiece of the Mississippi Workforce Investment Network (WIN). These centers provide easy access to employment services such as education and training for workers, human resource assistance for businesses, and information for economic developers. During Program Year 2021, over 36,900 participants were served under Wagner-Peyser utilizing \$5,807,612 at a cost of \$157 per participant.

Job Search and Placement Assistance

WIN Job Center staff members help customers find work. They also help businesses find employees. People looking for work use WIN Job Center computers to search for jobs on their own or work with available staff. WIN Job Center staff also help clients create or update resumes, conduct job searches, and prepare for job interviews. Staff members provide information on high-demand occupations and available job training to help them be more competitive in the job market.

Information On and Referral to Training

The WIN Job Center staff and online resources connect customers to employment services and training programs of MDES and our workforce partners. Training programs are available to eligible individuals enrolled in Workforce Innovation and Opportunity Act programs who cannot find adequate employment through normal job search strategies.

Assistance on-site or by referral may include occupational skills training, On-the-Job Training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities. Some workers may be eligible to receive Individual Training Accounts that allow them to choose educational options from a list of eligible training providers.

Internet Access for Job Openings and Resume Posting

People looking for training or jobs have access to Internet-connected computers and WIN Job Center staff members assist with computer-based career exploration and job openings.

Access to Office Equipment

Customers have free access to computers, telephones, fax machines, and photocopiers to aid them in their job search.

Working with Businesses

Businesses operating in Mississippi or considering a move to the state will find the WIN in Mississippi system and the WIN Job Centers eager to assist with searching for qualified employees, researching state, local and federal regulations, exploring the state's economic development services, and more.

In support of Mississippi businesses, WIN Job Centers provide a vast array of services, including providing E-Verify, hosting job fairs, posting jobs, screening potential workers, providing meaningful data about Mississippi's labor market, and providing training services all at no cost to businesses and workers.

The WIN in Mississippi system works to gather and produce meaningful information that identifies business needs and employee skill levels. The WIN Job Centers provide information on a variety of services and training opportunities to help businesses.



Recruitment and Screening

- Recruit, screen, and refer a variety of job seekers, ranging from entry-level workers to skilled professionals.
- Recruit full-time, part-time, and seasonal workers.
- Post job openings.
- Host job fairs.
- Partner with businesses to clarify job descriptions and eligibility criteria.
- Screen applicants to ensure that the right workers with the right skills are referred.
- Provide access to federal funding for programs.

Training

- On-the-Job Training helps businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center can reimburse a company up to one-half the cost of training eligible workers through On-the-Job Training. Reimbursement is based on the trainee's wage at hire date. The amount available to be reimbursed depends upon the intensity of the skills required for the position. On-the-Job Training is limited to 50 percent of a business's workforce and is at the discretion of the Local Workforce Development Board. Businesses may be reimbursed for up to six months. The length of training usually ranges from 160

hours to 1,040 hours per employee. Upon completion of the training, the company may be eligible for the federal Work Opportunity Tax Credit.

- Refer businesses and job seekers to training programs that support human resource departments.
- Provide information on other types of training services such as pre-employment, incumbent worker, and customized training, which assist the company with the cost of skills upgrading.

Other Services

- Provide businesses with access to the labor pool.
- Provide information about wages and employment trends.
- Keep companies informed about state demographic and economic information.
- Provide information on Alien Employment Certification guidelines.
- Provide office space for interviewing and on-site screening.
- Help businesses determine eligibility for the Work Opportunity Tax Credit, a federal tax savings of up to \$9,600 per person for hiring workers from certain target groups.
- Assist companies with Rapid Response services to help manage layoffs and closures.

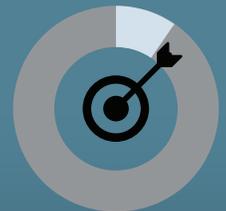
Effectiveness In Serving Employers

The state has chosen Employer Penetration Rate and Repeat Business Customers Rate as the two approaches for the Effectiveness in Serving Employers performance indicator pilot.

DURING PROGRAM YEAR 2021

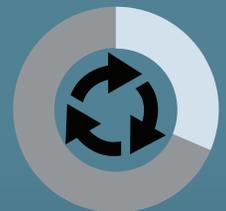
the Employer Penetration Rate was

9.6%



and the Repeat Business Customers Rate was

31.4%



Rapid Response

Rapid Response is a primary gateway to the workforce system for both dislocated workers and employers and is a component of a demand-driven system.



The Central purpose of Rapid Response is to help laid-off workers quickly transition to new employment. Rapid Response acts as both a provider of direct reemployment services and as a facilitator of additional services and resources.

Rapid Response on-site meetings will introduce many programs and their representatives partners such as MDES, local community colleges, and the local workforce development area, who often have access to additional resources and can provide customized services.

Rapid Response is pro-active, business-focused, and flexibly designed to accommodate any work schedules and assist company leadership and affected workers. The team provides information about retraining, job opportunities, filing for unemployment insurance benefits, and other local, state, and federal services.

Since COVID-19 restrictions have lifted, we have reverted to on-site visits at the employers' request because employees prefer the face-to-face exchange of information.

During PY21, the RR team provided services to

844 AND **11**
EMPLOYEES BUSINESSSES

that were affected by layoffs or closures.



Culpepper & Associates Security Services, Inc. expressed gratitude toward the Rapid Response Team for conducting an on-site Rapid Response event. Company representative, Angela Fuller said it was very much appreciated by the employees and most of their questions were addressed during the event.

EMPLOYMENT SERVICES

PY 2021 Performance Information

The following tables show attainment rates on each performance measure for the state as a whole. Each year, Mississippi negotiates attainment rates on each common performance measure with the U. S. Department of Labor. All of the data in Mississippi's WIOA performance reports is uniformly reported and validated in accordance with federal requirements.



MISSISSIPPI STATEWIDE PERFORMANCE

STATEWIDE REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	82.0%	87.8%
Adult Employment Rate 4th Quarter After Exit	78.0%	86.3%
Adult Median Earnings 2nd Quarter After Exit	\$5,600	\$7,362
Adult Credential Attainment Rate 4th Quarter After Exit	55.0%	63.1%
Adult Measurable Skill Gain	51.0%	59.9%
Dislocated Worker Employment Rate 2nd Quarter After Exit	75.0%	74.8%
Dislocated Worker Employment Rate 4th Quarter After Exit	67.5%	75.1%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,400	\$6,315
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	53.0%	61.6%
Dislocated Worker Measurable Skill Gain	46.0%	58.1%
Youth Employment Rate 2nd Quarter After Exit	76.0%	82.9%
Youth Employment Rate 4th Quarter After Exit	73.0%	80.2%
Youth Credential Attainment Rate 4th Quarter After Exit	72.0%	82.8%
Youth Measurable Skill Gain	48.0%	76.6%
Youth Median Earnings 2nd Quarter After Exit	\$2,700	\$3,242
Wagner Peyser Employment Rate 2nd Quarter After Exit	66.0%	75.5%
Wagner Peyser Employment Rate 4th Quarter After Exit	66.0%	73.2%
Wagner Peyser Median Earnings 2nd Quarter After Exit	\$4,050	\$5,537

APPENDIX A

Title II, Title IV, and Mississippi Department of Human Services

Title II: Adult Education Mississippi Community College Board

To support the vision and goals of the MS WIOA State Plan, the Office of Adult Education (OAE) established the following goals:

- Improve by Scaling Effective Models and Strategies across the State;
- Increase Postsecondary Transitions and Credential Attainment;
- Strengthen College and Career Readiness for Adult Learners; and
- Develop Multi-Level Career Pathways Options.



Adult Education: Critical Component in WIOA

HIGH SCHOOL EQUIVALENCY DIPLOMA

Serving all 82 counties, adult education programs offer free classes with several options for students, including English as a Second language, to obtain their high school equivalency diploma (GED, HiSET, or MS Competency Based). All diploma options are recognized by employers, licensing bureaus, and institutes of higher learning as the equivalent of a high school diploma.

SMART START

Smart Start focuses on essential skills individuals need to obtain and retain middle skill employment, such as MS' labor market information, employer expectations, and industry recognized credentials. Receiving the Smart Start Credential, which includes the National Career Readiness Certificate, verifies an individual possesses the essential skills needed for workplace success.

MIBEST

The Mississippi Integrated Basic Education and Skills Training (MIBEST) program is a workforce and economic development initiative that moves low-skilled, non-credentialed Mississippians from the economic sidelines into careers earning family-sustaining wages. This accelerated approach allows an individual to enroll in training or college without a high school diploma.

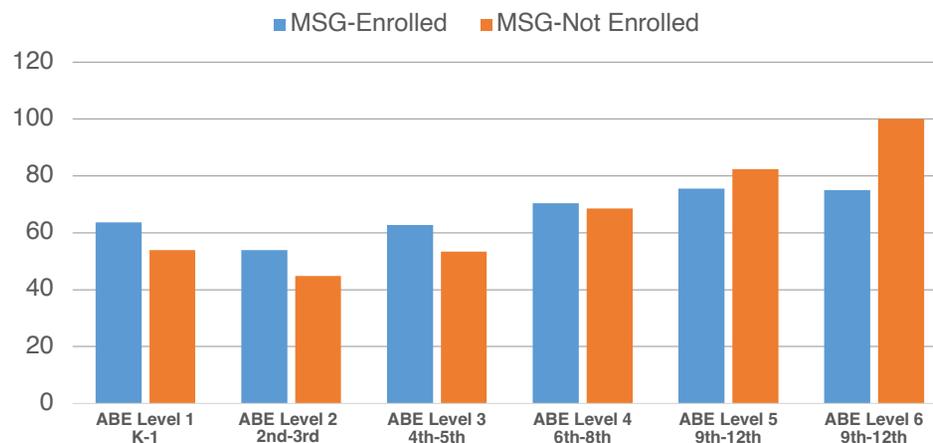
Smart Start Pathway Course

To increase adult education’s (Title II) performance accountability indicators and performance reporting requirements, specifically Measurable Skill Gains (MSG), the OAE continues to support the embedding of the state’s employability course, Smart Start, in programs statewide. An MSG is defined as documented academic, technical, occupational, or other forms of progress, towards a credential or employment.

For PY 2021, students enrolled in Smart Start, **specifically those below the 8th grade level as shown here**, are outperforming classroom peers in their educational and career goals with **61.02 percent MSGs**, as opposed to those who are not enrolled in the course with **52.32 percent MSGs**. Adding to that, students are outperforming the national summary average of MSG attainment which for PY 2020 was **34.74 percent**.

Smart Start is offered in various formats; face-to-face, hybrid, or completely online. The curriculum is designed around the needs of Mississippi employers and job sector strategies while developing students’ job skills and practicing good work habits vital for successful employment.

Smart Start/ACT WorkKeys Impact on MSGs



For the program year 2021, **3,875** students were enrolled in Smart Start with the following outcomes:

PARTICIPANTS	OUTCOME
2,120	Smart Start Credential
2,801	National Career Readiness Certificate
887	High School Equivalency (HSE) Diploma
656	Earned one (1) or more component of their HSE (GED or HiSET)
253	Enrolled in Postsecondary Education/Training

Career Pathways to Increase PS Ed/Training

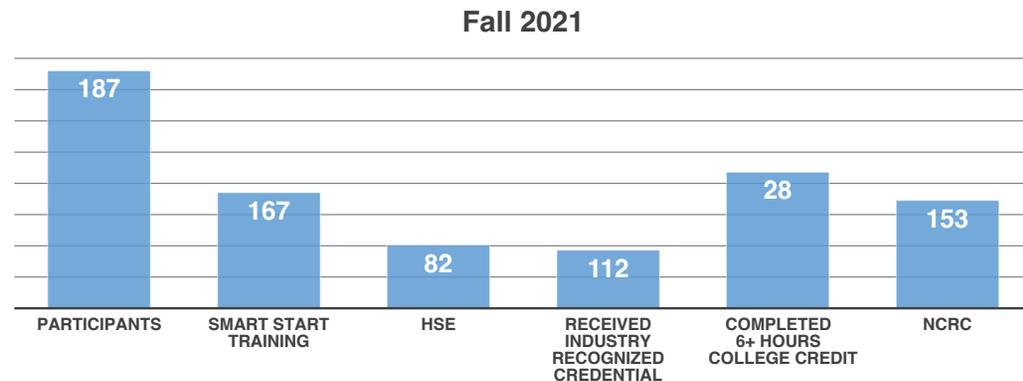
COVID required programs to provide innovative ways to introduce students to various training opportunities that align to industry standards. One of the best practices of adult education is Jones College embedding career pathway opportunities in Smart Start through the [Online Workforce College](#) (OWC). OWC allows students of all educational levels to gain work-ready skills and digital badges, in a self-paced, online format, designed by industry leaders.



Mississippi Integrated Basic Education and Training (MIBEST)

The MIBEST program is a workforce and economic development initiative that provides individuals with opportunities to develop and enhance academic, employability, and technical skills in order to progress through postsecondary education or training into rewarding careers.

Outcomes for PY 2021 are as follows:



Professional Development

The OAE provided professional development webinars and face-to-face training during PY 2021. A *Skill UP Webinar* course is created each year to house all statewide webinar recordings. In PY 2021 over **225** hours of professional development were provided for statewide adult education programs and community partners in various topics reaching approximately **300** individuals in areas such as, but not limited to: WIOA, AEFLA policy, ESL, digital literacy, career pathways, career transitions, Integrated Education and Training (IET), contextualized instruction, Teaching Skills That Matter (TSTM) Toolkit, content areas in math and language/literacy, and distance learning.

In addition, the OAE provided **cohort training opportunities** as follows:

PROFESSIONAL DEVELOPMENT ACTIVITY	FACULTY/STAFF PARTICIPATION
LEAD Institute for AE Directors	25
Contextualized Instruction	31
New Teacher's Academy	42
AE/MAACE Summer Conference (in person)	280

Online High School Equivalency (eDULT)

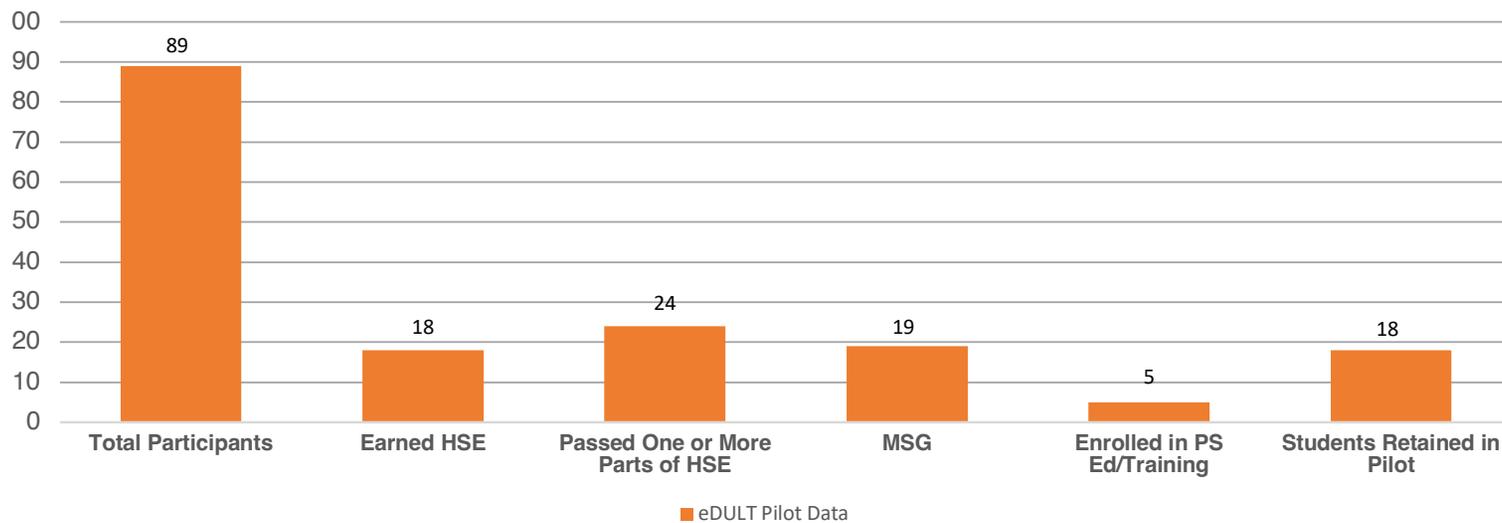
In 2021, the OAE created an online high school equivalency (HSE) initiative – eDULT, which operates in a completely digital format, from student intake, orientation, and registration all the way to HSE testing. Students have the opportunity to interact with peers, coaches, and instructors in various synchronous and asynchronous formats while attaining their educational, personal, and professional goals.

The referral process for eDULT is ongoing and, 16 local programs are currently partnering with the OAE. Content courses are developed at three levels: 100, 200, and 300. Each subject – Math, Science, Social Studies, and Reading/Language Arts – has a unique course that follows a standard framework and outline for seven weeks. During the pilot, students were enrolled in both 200-level and 300-level courses with a total of 8 instructors teaching during the third pilot.

Over the course of three (3) pilots, there were a total of **89** students enrolled in eDULT. As shown in the graph, **18** earned their HSE, **24** passed one or more components of their HSE, **19** earned an MSG, and **5** enrolled in post-secondary education or training. There were also a total of **18** students retained during the pilot who continued the course.



eDULT Pilot Data



FULFILLING HIS DREAM OF BEING A MARINE

Adult Education Providing the Opportunity

Lee'Darrion McDougle made his decision to join the military in a round-about way. He finished high school with a certificate of attendance, and found a job soon after at Southern Hens. He quickly decided that wasn't the path for him and moved on to a job at Howard Industries where some of his coworkers discussed their plans about joining the military.

"They talked about benefits like the military paying for college, teaching you a trade, and letting you travel the world. That sounded like a good path for me, too!" he said. After considering the Army and Navy, Mr. McDougle decided to become a Marine. "The Marines take a lot of pride in being a Marine. Plus, I like the feeling they promote of being a family".

He contacted a Marine recruiter online, and his counselor directed him to the Wayne County location of the Jones College Adult Education

program where he could earn the required high school equivalency (HSE).

There, he was able to participate in the Out of School Youth program that allowed him to receive soft skills and work ready training through the Smart Start class where he earned the MS Smart Start Credential along with the National Career Readiness Certificate.

The Smart Start program also helped him get a job at the Samaritan's Closet while he was working on his HSE.

Mr. McDougle first thought it would be a quick, one to two month process to get his HSE, but he remained in the program a little over a year. "I don't mind the hard work. I like a challenge, and this program really made me push myself. I think it has helped prepare me to take on the challenge of joining the military!" said Mr. McDougle.



Things moved quickly once he got the news that he had passed the final portion of the HSET exam. He contacted his recruiter and attended a two-day event at a Military Entrance Processing Station. There he completed the ASVAB, underwent a physical, submitted paperwork, and was sworn in. He also got his ship date for basic training in Parris Island, South Carolina.

When asked about his plans for the future, Mr. McDougle said there were a lot of options to consider. "I'm not sure if I will make a career out of the military or just serve my four years".

Jones College Adult Education program provided the opportunity Mr. McDougle needed to fulfill his dream of being a Marine.



Title IV. General Vocational Rehabilitation and Vocational Rehabilitation for the Blind



OFFICE OF VOCATIONAL REHABILITATION (OVR)

Office of Vocational Rehabilitation assists eligible individuals with disabilities obtain, retain, or advance in competitive integrated employment (careers) that are consistent with the individual's unique employment factors – strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices. Vocational Rehabilitation begins with an assessment to help determine the individual's employment factors. The counselor and the client work together to develop an Individualized Plan for Employment (IPE) that outlines the employment objective and the VR services required to meet the employment goal.

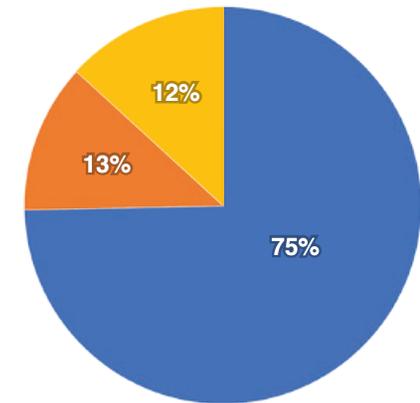
OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND (OVRB)

Office of Vocational Rehabilitation for the Blind assists eligible individuals who are Blind, Deaf-Blind, and Visually Impaired obtain, retain, or advance in competitive integrated employment (careers) that are consistent with the individual's unique employment factors – strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices. Vocational Rehabilitation begins with an assessment to help determine the individual's employment factors. The counselor and the client work together to develop an IPE that outlines the employment objective and the VR services required to meet the employment goal.

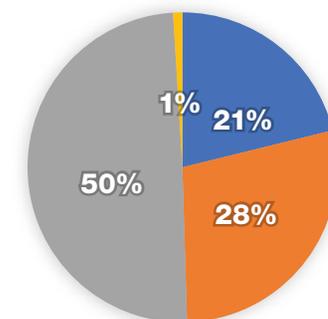
The following category of Vocational Rehabilitation Services are available to assist the individual with a disability in preparing for, obtaining, retaining, advancing in an employment outcome that is consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

PRE-EMPLOYMENT TRANSITION AND TRANSITION SERVICES

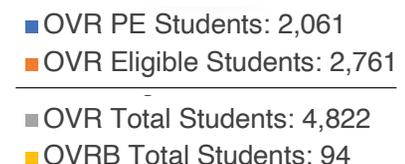
Pre-Employment Transition Services (Pre-ETS) and Employment Transition Services (ETS) for potentially eligible and eligible students with disabilities include job exploration counseling, work-based learning experiences, counseling on enrollment in postsecondary training opportunities, workplace readiness training, and Instruction in self-advocacy including peer mentoring. OVR/OVRB collaborates with local school districts statewide to assist students in making a successful transition from secondary school life to employment or training. Those served include: potentially eligible students with disabilities – 2,061; OVR Transition Students – 2,761; and OVRB Transition Students – 94. OVR/OVRB also provided several Pre-ETS Training Programs and Transition bootcamps around the state.



Vocational Rehabilitation Customers



VR/VBR Transition Customers



CAREER SERVICES

Career Services include but are not limited to, VR counseling and guidance, assessment, diagnosis and treatment of impairments, job prep/job search, job placement, short-term job training, assistive technology, benefits counseling, and supported employment. The IPE for individuals may include one or more of these services. Some individuals require more assistance than others to reach the ultimate goal of getting and keeping a job. In PY 2021, over 9,129 individuals received career services.



TRAINING SERVICES

OVR/OVRB purchases vocational and other training services for eligible individuals with disabilities who require additional knowledge or skills to enter employment that is consistent with their aptitudes and ability, and compatible with their physical or mental impairments. Vocational and other training services, including personal and vocational adjustment training, orientation and mobility for individuals with blindness, academic training, vocational training, or training services in an institution of higher education (universities, colleges, community or junior colleges, vocational schools, technical institutes, or hospital schools of nursing or any other postsecondary education institution). In PY 2021, 2,038 individuals received VR Training Services.



MEASURABLE SKILL GAIN/CREDENTIAL ATTAINMENT

In PY 2021, 2,003 individuals were enrolled in an Education/Training program and 1,445 individuals received a measurable skill gain at a rate of 72.1%. 31.9% attained a recognized credential.



SUPPORTED EMPLOYMENT

The Supported Employment program assists individuals with the most significant disabilities who require intensive ongoing support services to prepare for, obtain, maintain, and/or regain competitive integrated employment. Each MDRS district has a Supported Employment Team consisting of a specialized VR/SE Counselor, Vocational Training Instructor, and Counselor Assistant who manages the day-to-day case service work for our consumers. The VR/SE Counselor and Vocational Training Instructor oversee the work of Job Skills Trainers who provide one-on-one training assistance on site to our consumers. During PY 2021, 615 individuals received Supported Employment services.



PROJECT SEARCH MISSISSIPPI



PROJECT SEARCH

The Project SEARCH Program is a unique, business-led, nine-month employment preparation program that takes place entirely at the workplace. Up to 12 students with disabilities experience total workplace immersion, classroom instruction, career exploration, and hands-on training through three different worksite rotations. The goal for each participant is competitive employment. To reach that goal, the program provides real-life work experience combined with training in employability and independent-living skills to help young people with significant disabilities make successful transitions to productive adult life.

There were 141 individuals with disabilities who have graduated from Project SEARCH Mississippi since Project SEARCH at the University of Mississippi Medical Center launched in August 2018. Of those individuals, 95 have gained employment. One individual is currently participating in a 320-hour paid internship, which will result in gainful employment.

The job search continues for graduates. There will be 98 interns participating in Project SEARCH across the state and will graduate in May 2023.



DEAF AND HARD OF HEARING SERVICES

OVR provides services to individuals who are Deaf, Hard of Hearing, or Late-Deafened to assist them in obtaining, retaining, or advancing in employment. Rehabilitation Counselors for the Deaf work with consumers to help them make informed choices about their career goals and assist them in identifying and obtaining the specialized services and assistive technology equipment needed to help them meet their goal.

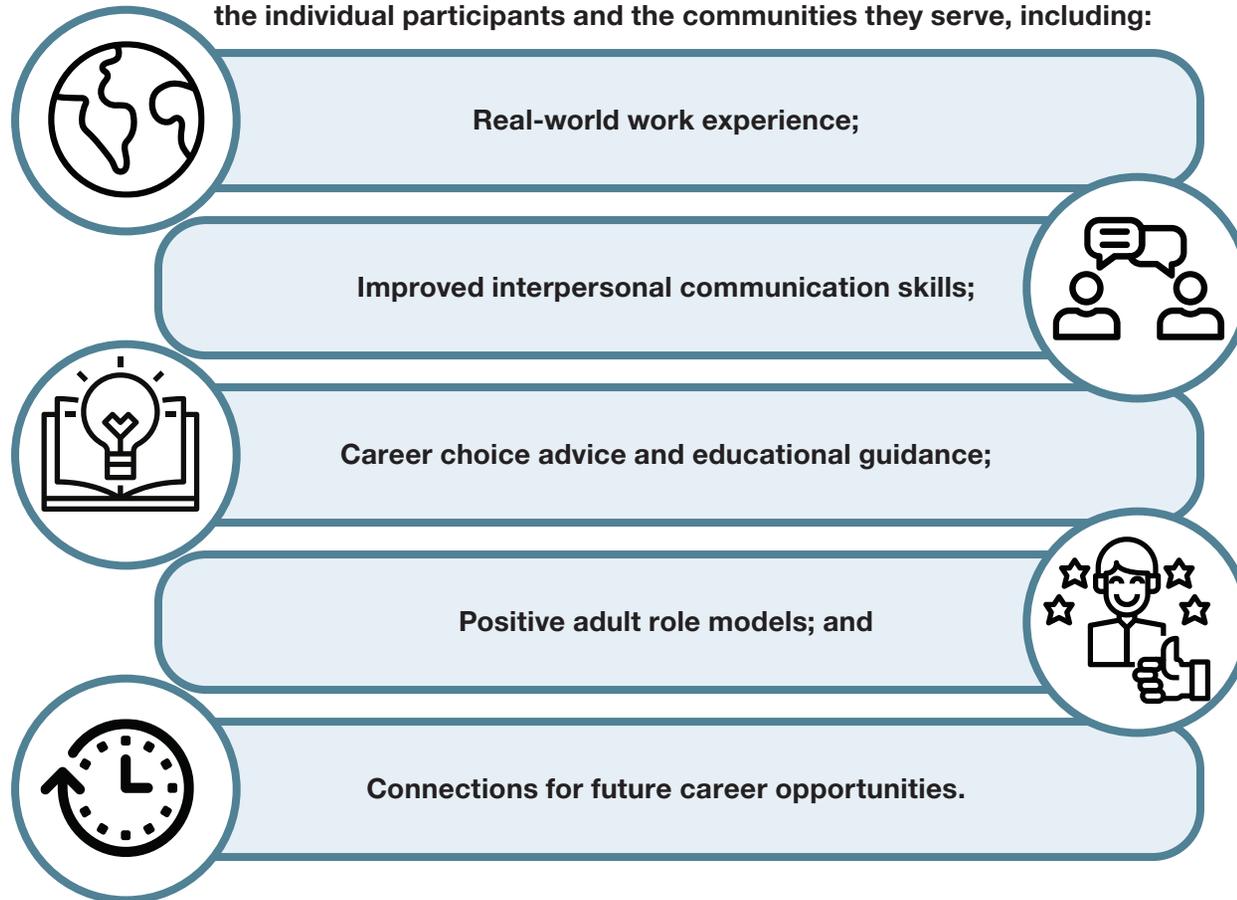
Interpreting services are provided remotely through online platforms such as Zoom, Microsoft Teams, and FaceTime as well as in person. OVR Deaf and Hard of Hearing services served 2,957 individuals: 1,067 individuals obtained, retained, regained, or advanced in employment in PY 2021.



HIGHLIGHT OF WIOA

Work-based learning is an educational approach that uses the workplace to provide students with the knowledge and skill set to navigate through real-life experiences and possible future career opportunities.

In PY 2021, OVR/OVRB provided over 340 individuals a work based learning opportunity. This experience had a variety of benefits for both the individual participants and the communities they serve, including:



Mississippi Department of Rehabilitation Services, Offices of Vocational Rehabilitation and Vocational Rehabilitation for the Blind ranked #4 in the nation among other Vocational Rehabilitation programs in providing services that assisted eligible individuals with disabilities receive Measurable Skills Gains (MSG). Gaining skills has helped increase these individual's opportunity to earn higher wages which ultimately improves their quality of life.

MDRS Executive Leadership and the entire Vocational Rehabilitation and Vocational Rehabilitation for the Blind staff continue to work to help ensure that individuals who are eligible to receive VR Services receive the career counseling and guidance they need to develop employment/ career goals that will lead to improving their skills and credentials.

SEE CHART BELOW

STATE	MSGR
Virginia	92.3%
Oklahoma	75.1%
Missouri	74.4%
Mississippi	72.1%
North Dakota	69.5%
Illinois	67.8%
Alaska	66.5%
Indiana	63.5%
New Hampshire	59.9%
Arkansas	59.4%



MISSISSIPPI DEPARTMENT OF HUMAN SERVICES



In PY 2021, MDHS worked with partners of the **Supplemental Nutrition Assistance Program Employment and Training (E&T) program** and the **Temporary Assistance for Needy Families Work Program** to construct virtual classes and in-person training pathways to ensure participants have every opportunity to succeed and to provide for their families.

Mississippi Department of Human Services (MDHS)

COVID-19 proved to be challenging for workforce training providers and programs. In-person service delivery was halted, leading to a wave of innovation in digitizing services. Workforce partners had to come up with new ways to provide services in the midst of a global health emergency. The true picture of the need for technology infrastructure and education was cast into the spotlight. Workforce partners used telephones to educate participants on how to obtain and use devices to stay connected to the programs and resources. Once an individual was instructed on how to access and watch videos, they were able to watch tutorials that provided a path to a deeper technological experience.

We continue to address barriers to program participation. Childcare and transportation have been affected by the pandemic as well. New barriers include accessibility to digital equipment and services, the skill level required to operate digital devices, and the level of engagement needed for interacting with various social service or workforce programs

Supplemental Nutrition Assistance Program (SNAP)

As the pandemic wanes, MDHS Third-Party Providers continue to use hybrid service delivery options. Hinds Community College and Refill Jackson Initiative provide an array of support services and education/vocational programs for Skills2Work E&T participants. Participants are assessed and work with case managers to develop their own personalized Individual Education Plan (IEP) and to mitigate barriers to their success.

Temporary Assistance for Needy Families (TANF) Work Program (TWP)

MDHS and MDES partner together to provide needy families a pathway to self-sufficiency. Employment and training activities are integral part of TWP. In addition, support services like childcare, transportation, and employment expenses are made available to help participants prepare for self-sustaining employment.

Marsha Currie Ford applied for SNAP benefits at the Hinds County MDHS Office.

During the assessment phase, it was discovered that she was a single mother with no high school diploma. She was underemployed, working minimal hours, earning minimum wages, and lacked essential benefits and resources. Ms. Ford was referred to the SNAP Employment & Training (E&T) Skills2Work (S2W) Program.

Once approved for the SNAP E&T Skills2Work Program in September 2020, Ms. Ford enrolled in Logistics Technology through the MIBEST Program at Hinds Community College. Since her enrollment, she has earned her MS Smart Start Credential, Bronze National Career Readiness Certificate, and her HiSET (High School Equivalency).

Ms. Ford has consistently maintained satisfactory attendance and grade requirements and completed the Fall semester with a 3.0 GPA. She is enrolled in the Spring 2022 semester and is scheduled to graduate in May with an Associate of Applied Science.

Ms. Ford is proud of what she has accomplished and is very grateful for the opportunities that the Skills2Work program has afforded her. She is very active on campus, encouraging other students and assisting with recruitment activities. Her greatest joy is being a positive role model for her children. She praises the support she has received throughout her journey. The credentials earned and the valuable skills gained will equip her to compete for higher wage jobs.



Jeanette Johnson applied for TANF benefits and was assessed on November 16, 2021.

She had several barriers that had prevented her from getting a job. She would need childcare and transportation to be successful in any training program or job and did not have the financial resources to get those things. The TANF Work Program (TWP) was the best fit for Ms. Johnson and would assist in securing employment.

Upon completion of the employability assessment, Ms. Johnson was placed at the Greenville Sports Medicine Clinic where she thrived. She was then referred to the Career Steps program that would assist in reaching her goal of obtaining full-time employment. She also received childcare assistance and travel assistance that made it possible for her to attend training and work. The worksite supervisor stated that Ms. Johnson was a good worker and she was glad to have her in the office.

Ms. Johnson was able to find employment with the Hollandale School District and began as an Interventionist for the school district. She is thankful for the help the TWP provided and is excited about her new full-time career with Hollandale School District.



APPENDIX B

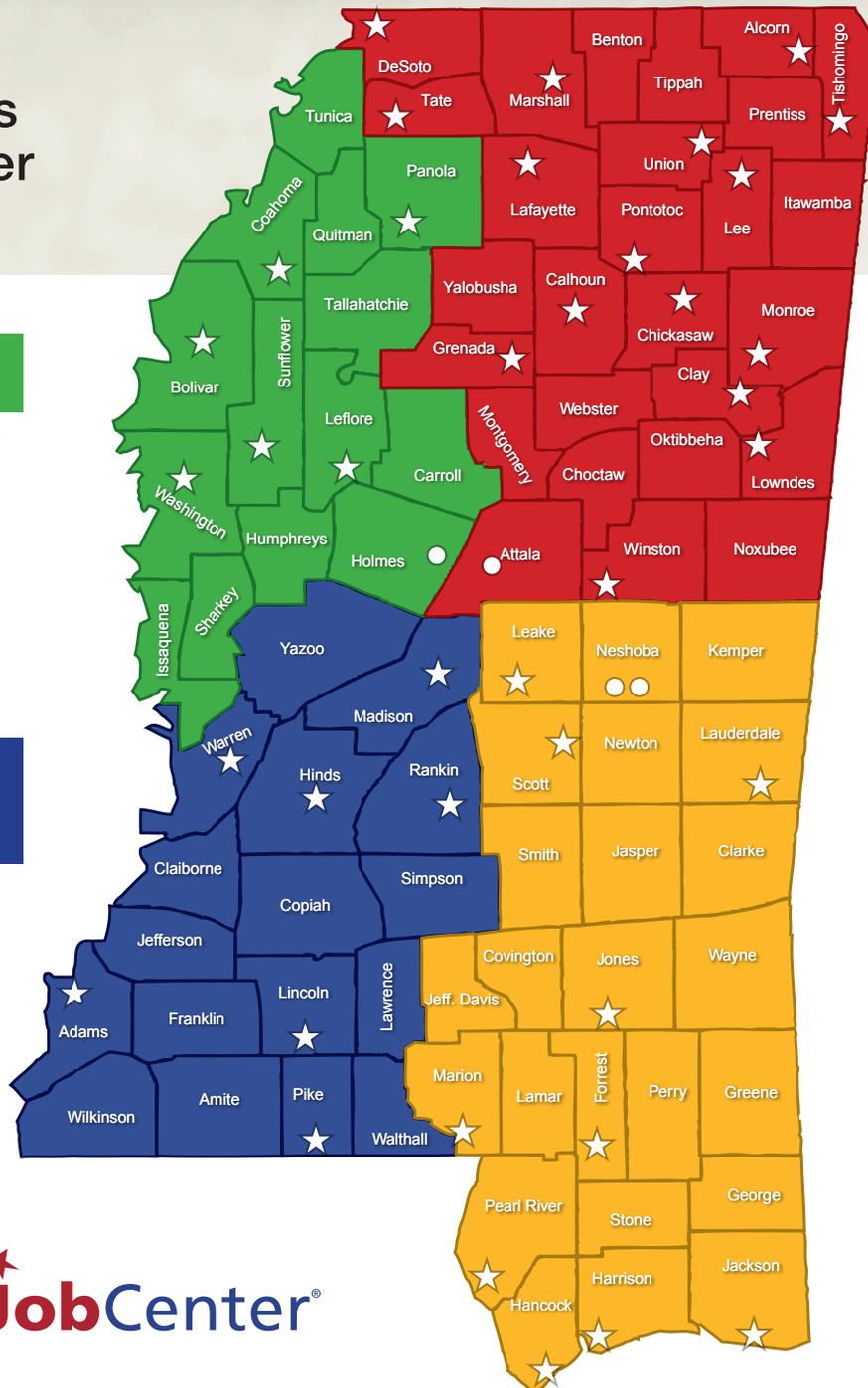
Local Workforce Development Areas and WIN Job Center Locations

Delta

Mitzi Woods, WIOA Director
 1427 S. Main Street, Suite 147
 Greenville, MS 38701
 Phone: 662-335-6889
 Fax: 662-332-5175
 Email: mwoods@sdpdd.com

Southcentral Mississippi Works

Robin Parker, Workforce Director
 1020 Centre Point Boulevard
 Pearl, MS 39208
 Post Office Box 4935
 Phone: 601-981-1511
 Email: rparker@cmpdd.org



- ★ Full-Time WIN Job Centers
- Part-Time WIN Job Centers

The Mississippi Partnership

Terry Treadaway, WIOA Director
 Post Office Box 690
 75 South Main Street
 Pontotoc, MS 38863
 Phone: 662-489-2415
 Fax: 662-489-0958
 Email: ttreadaway@trpdd.com

Twin Districts

Allison Hawkins, Director of Economic Workforce Development Division
Patricia Morrison, Economic Workforce Manager
 10441 Corporate Drive, Suite 1
 Gulfport, MS 39503
 Phone: 228-868-2311
 Email: ahawkins@smpdd.com, pmorrison@smpdd.com

WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov



South Delta Planning and Development District

Overview

South Delta Planning and Development District has been the designated fiscal agent for the Delta Workforce Development Area (DWDA) Board since its inception in 2000. South Delta provides the administrative and fiscal support functions associated with the implementation of the Workforce Innovation and Opportunity Act (WIOA) in the 14 counties of the DWDA.

There are six staff members who support the activities of the DWDA Board in planning and coordination; rapid response activities; management information systems; contract management; small business development/entrepreneurial/self-employment, fiscal accountability; monitoring activities; and administration of adult, dislocated worker, and youth programs.

WIN Job Center Locations

Batesville

662-360-1236
325 Lakewood Drive
Batesville, MS 38606

Clarksdale

662-624-9001
236 Sharkey Ave., 3rd floor
Federal Building
P.O. Box 640
Clarksdale, MS 38614-0640

Cleveland

662-843-2704
119 N. Commerce Ave.
P.O. Box 1750
Cleveland, MS 38732-1750

Greenville

662-332-8101
Delta Plaza Shopping Center
800 Martin Luther King Blvd.,
Suite C54
P.O. Box 5279
Greenville, MS 38704-5279

Greenwood

662-459-4600
812 W. Park Ave.
P.O. Box 554
Greenwood, MS 38935-0554

Indianola

662-887-2502
226 N. Martin Luther King Drive
P.O. Box 963
Indianola, MS 38751-0963

Lexington

662-834-2426
303 Yazoo Street
Lexington, MS 39095

INTERESTING FACT An Unofficial and Unusual Mascot – The Fighting Okra

Delta State University is located on 332 acres in the northwest area of Cleveland.

Delta State University has two mascots (one official, one unofficial). Since its inception, Delta State's sports teams have officially been known as the Statesmen because of the role State Rep. Walter Sillers, Jr. played in the location of the school in Cleveland. Sillers was speaker of the Mississippi House of Representatives for 20 years. The female teams are called the Lady Statesmen.

However, since the late 1980s, the student body has embraced a mascot that depicts a piece of okra wearing boxing gloves and brandishing a fierce expression. The "Fighting Okra" grew out of humor among students about the improbability that anyone would find a "Statesman" particularly frightening. In the mid-1990s, a student vote was taken, resulting in the university taking on "The Fighting Okra" as an unofficial mascot. The "Fighting Okra" was featured in the "Okraphobia" episode of the Food Network show Good Eats.



Training efforts are coordinated with businesses, the four community colleges in the DWDA; the Mississippi Community College Board; the Mississippi Development Authority; the Mississippi Department of Employment Security; the State Workforce Board; AccelerateMS; Delta Council; local and regional economic development organizations and other state, local and private entities to ensure the best use of the funds.

This coordination of funds helps to reduce duplication and leverage existing resources for similar training needs. Training services which include Customized Training; Internships; Externships; On-the-Job Training, Apprenticeships, Work Experience, Work Readiness Training, and Individual Training Accounts are provided to adults, dislocated workers, and youth in the 14-county area.

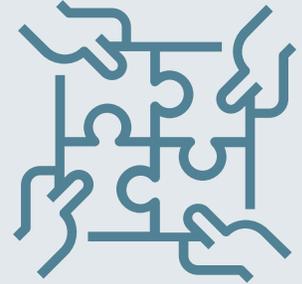
The Greenville WIN Job Center is the Comprehensive WIN Job Center for the Delta. WIOA core partners physically housed in the Greenville Center include MDHS, MDRS, Adult Education, and MDES. All other WIN Centers in the Delta are affiliate centers.

WIOA services were provided through the following agencies and organizations:

- Bolivar County Community Action Agency (BCCAA);
- Coahoma Community College (CCC);
- EMI Staffing;
- Mid-State Opportunity, Inc.;
- Mississippi Department of Employment Security (MDES);
- Mississippi Delta Community College (MDCC);
- Mississippi Hospital Association (MHA);
- Northwest Mississippi Community College (NWCC);
- Sunflower-Humphreys Counties Progress, Inc.; and
- Warren-Washington-Issaquena-Sharkey Community Action Agency (WWISCAA).

Partnerships Aligned with WIOA Goals

Partnerships are the backbone of all training efforts at the Delta WDA; including all combined plan partners, through referrals to the various programs offered by the partners. Coordinated efforts are made to provide services to specific populations served by plan partners using braided funding from various sources.



DWDA works with all four community colleges in the service area to provide training for in-demand occupations such as the Apprenticeship program with Northwest MS Community College; and the lineman training program and fiber construction training with MS Delta CC. The board works with area high schools in NCRC testing for career tech students to help them begin to see a career pathway. The testing is paid for through private funds from the Foundation for the Mid-South.

All efforts are geared toward creating the workforce ecosystem where everything is aligned, and which provides all Deltans the opportunity to be work- or career-ready to support themselves and their families.



New and Different

New opportunities with AccelerateMS will provide additional funding opportunities for the Delta Workforce Area to meet the ever-increasing demands of business and industry.



Youth Services

NEW AND DIFFERENT IN-SCHOOL YOUTH

With the pandemic entering a new phase and high school students re-entering the classroom, **SDPDD implemented its first WIOA in-school youth program with WWISCAA, Inc.** WWISCAA, Inc. partnered with Greenville Public School District and Mississippi Delta Community College to offer an array of occupational skills training to WIOA participants. Twenty participants were enrolled in the program. As a result, ten (10) obtained a pharmacy technician certificate, four (4) obtained a welding certificate and five (5) obtained a CDL permit with a total successful completion rate of 95%. Five (5) of the six (6) participants who did not possess an NCRC upon entering the program obtain one during the training. Nineteen (19) participants received their high school diplomas and are prepared to continue on a career pathway to include postsecondary education.

OUT-OF-SCHOOL

The DWDA continued with the implementation of the local strategic plan for out-of-school youth. The total participants served were 400 with 195 newly enrolled and 205 receiving follow-up services.



In February 2022, a partnership formed between WWISCAA-WIOA, Greenville Public School District, and MDCC to work collaboratively to connect 20 high school students to skilled training programs that would lead to certifications required in the workforce. Ten of these students, all from Greenville High School, chose Pharmacy Tech, five chose Welding, and five wanted CDL permit classes. The success rate of this pilot project was 95%.

Recognizing that every student does not go to college, strengthening the workforce with skilled laborers is of equal importance. These students gained credentials that will lay the foundation for successful and sustainable career paths.

Pictured above are 10 of the students who participated in the project with their PT certificates. They will now take the National Healthcare ExCPT Pharmacy Technician CPht exam to become certified. One of the students, Shakiya Lindsey, has taken the exam and passed it and is now pursuing part-time employment as a technician as she furthers her studies in Nursing at Alcorn State University.

SMALL BUSINESS DEVELOPMENT/ENTREPRENEURIAL/ SELF-EMPLOYMENT TRAINING

The Delta WDA provides Small Business Development/Entrepreneurial/Self-Employment Training to area residents and WIOA customers in accordance with DOL's TEGL 12-10 **"Supporting Entrepreneurial and Self-Employment Training through the Workforce Investment System."** This program addresses the role the workforce investment system plays in support of entrepreneurial activities. Activities are coordinated with small business loans, banks, and South Delta's loan program.

During PY21, the Delta's Small Business Developer provided counseling to 74 new clients and 15 current clients. Loans were approved through SDPDD, the CARES Act, banks and the Renaissance Community Loan Fund, and others totaling \$1.9 million. We work closely with Communities Unlimited referring applicants to their loan programs who may not qualify for any of South Delta's.



MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY
**GOVERNOR'S JOB FAIR
NETWORK OF MISSISSIPPI**

JOB FAIRS

The Delta WDA works closely with the **Governor's Job Fair Network**, the WIN Job Centers, economic development groups and local businesses to plan and implement job fairs each year. Targeted job fairs are held to help employers who are recruiting or expanding their workforce.



TANF WORKFORCE TRAINING EMPLOYMENT GRANT – CAREER STEP

The TANF Career STEP provides **case management and workforce training services** through Career STEP Navigators at Coahoma Community College, Northwest Mississippi Community College and the Greenville, Greenwood and Cleveland WIN Job Centers, to eligible individuals throughout the 14 counties. To date, this program has provided activities including job search, Smart Start, internships, career coaching, credit and non-credit training, NCRC testing, and supportive services to 399 participants. To ensure non-duplication of services, the program coordinated activities with WIOA, the Community Colleges, Adult Ed, County DHS Offices, Rehab Services, and others. The program has been renewed for another year.

MDA WORKFORCE TRAINING FUNDS

Through MS Works funding, nine grants were used to provide workforce training services including OJT, internship and customized training for the following companies:

Crown, Cork and Seal	\$102,000	PeopleShores	\$261,120
Viking/Lynx Grills	\$204,000	Westport Linen Services	\$51,000
Blauer Manufacturing	\$306,000	Delta Arts District	\$102,000
Green Serv	\$51,000	Feuer Powertrain	\$510,000
Milwaukee Tool	\$600,000	TOTAL	\$2,187,120

THE ELECTRICAL LINEMAN TRAINING PROGRAM

The Electrical Lineman Training Program was developed and first funded in August 2010, in response to energy company needs, and continued with two more classes this year. This program is a collaborative effort with DWDA, MS Delta Community College, AccelerateMS, MDES, Delta EPA, Coahoma EPA, Twin County EPA, Tallahatchie Valley EPA, Entergy, city utility programs and utility construction companies throughout the state. The 16-week program prepares participants to become linemen trainees with local energy companies and energy construction contractors upon completion and is one of the most successful programs ever implemented in the Mississippi Delta.

Classes 23 and 24 completed the program in PY21. **A total of 392 trainees have completed the program since the beginning. Class 25 is ongoing with 24 trainees.**



MDCC LINEMAN CLASS 24 WITH REPRESENTATIVES FROM TVEPA

“We are grateful for the vision of many people in establishing the MDCC Lineman Training Program,” said Delta Electric Power Association General Manager, David O’Bryan in a Today in Mississippi article. “Our former general manager, Ronnie Robertson, was instrumental in making this school possible. Ronnie’s goal was to help establish a local workforce training program to train our local people to be linemen. He knew it was much easier to recruit and retain local people as linemen rather than reaching outside our service territory.”



LAYOFF AVERSION PLAN

In alignment with the State Plan, the Delta LWDB implemented a continuum of layoff aversion strategies and activities to assist employers and workers in the Delta. Services include strategic planning, business outreach, economic analysis, linkages, performance data and tracking, and training to include upgrade OJT, customized training, apprenticeship, pre-apprenticeship or industry recognized apprenticeship, internship and ITA's in some cases.

Services have been provided to more than 15 businesses including Lockers, Inc., Mars Foods, and Baxter.



NORTH SUNFLOWER MEDICAL CENTER NURSE EXTERNS

THE NURSE EXTERN PROGRAM

The Nurse Extern Program through the MS Hospital Association provided 36 nursing students entering their final year of nursing school, a 320-hour internship program at a local hospital with a nursing preceptor. Students from Delta State University, MS Delta Community College, Northwest MS Community College, Holmes Community College and MS University for Women participated in the program. The seven hospitals who served as worksites and provided preceptors and training included Bolivar Medical Center, Delta Health Center, Greenwood Leflore Hospital, Delta Health Northwest Regional, North Sunflower Hospital, South Sunflower Hospital and Tallahatchie General Hospital. **This is a great work experience opportunity for the students and provides the hospital a chance to recruit new nurses.**

LIFTING THE DELTA UP

Federal Jobs are coming to the Delta and **DWDA coordinated with the IRS** to conduct site visits to the Delta. “Lifting the Delta Up” is a plan to bring about 300 federal jobs to the Delta. To date, the IRS has visited Clarksdale, Greenville, Batesville, Tunica, Cleveland, and Greenwood.

PARTNERED WITH ACCELERATEMS

DWDA partnered with **AccelerateMS** in 2021, establishing local ecosystem tables in Ecosystem 1 and 3 and assisting with recommendations for the Ecosystem Coordinators. Coordinators will work with the local area to help with opportunities for MS Works funding to assist businesses with training needs for job creation, job retention and job reskilling. It will also serve as a great recruitment tool for new businesses looking to locate in the Delta.



YOUTH SUCCESS STORY – WWISCAA

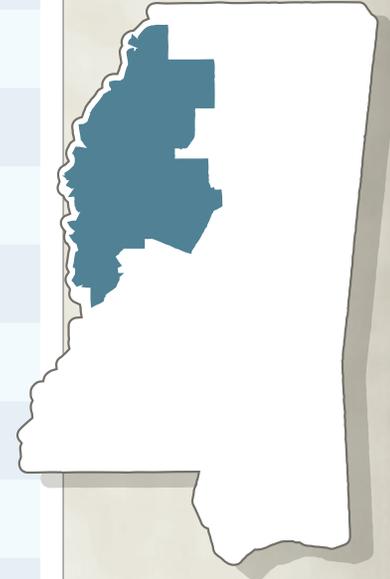
Jaquanna Chillis, 21, enrolled in the WIOA program at WWISCAA, November 2021. Having graduated from high school, Ms. Chillis stated that she wanted to do something with her life that would support her unborn child. She wanted to work in childcare but would need the proper credentials to do so.

While completing her classroom hours, Ms. Chillis attained her CDA-Child Development Credential and gave premature birth to her daughter, who remained in the neonatal unit in Jackson for 3 months.

After she was able to return, Ms. Chillis was placed at the Frank Carlton Education Station to complete her 200 work experience hours. After completing her work experience, the daycare Director stated she was an exceptional worker and encouraged her to apply for a position. Ms. Chillis was hired by WWISCAA in July as a childcare provider at the Education Station.

WIOA Title I — Performance Information: Delta Local Workforce Development Area

DELTA LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	82.0%	87.7%
Adult Employment Rate 4th Quarter After Exit	78.0%	88.5%
Adult Median Earnings 2nd Quarter After Exit	\$5,300	\$7,600
Adult Credential Attainment Rate 4th Quarter After Exit	55.0%	80.4%
Adult Measurable Skill Gain	45.0%	69.6%
Dislocated Worker Employment Rate 2nd Quarter After Exit	75.0%	84.5%
Dislocated Worker Employment Rate 4th Quarter After Exit	67.5%	73.9%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,400	\$6,668
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	53.0%	84.8%
Dislocated Worker Measurable Skill Gain	45.0%	67.7%
Youth Employment Rate 2nd Quarter After Exit	76.0%	91.2%
Youth Employment Rate 4th Quarter After Exit	73.0%	83.1%
Youth Credential Attainment Rate 4th Quarter After Exit	72.0%	96.4%
Youth Measurable Skill Gain	48.0%	70.9%
Youth Median Earnings 2nd Quarter After Exit	\$2,650	\$3,249



Three Rivers Planning and Development District

Overview

Three Rivers Planning and Development District, Inc. (TRPDD) has been designated as the Fiscal and Administrative Agent for the Mississippi Partnership (MS Partnership) Local Workforce Development Area (LWDA) since its inception in 2000. The MS Partnership is the largest geographical workforce area in the state, consisting of 27 counties in the north and northeast section of the state.

Through our strong partnerships with Community Colleges, the Mississippi Department of Employment Security (MDES), other planning and development districts, and Core Partners in the area, the MS Partnership can deliver the highest quality of services to its customers – both job seekers and employers. Over \$8.7 million was contracted for workforce services in the areas of WIOA youth and adult in PY 2021 with WIOA service providers. The MS Partnership’s in-demand target sectors are Advanced Manufacturing, Information Technology, Logistics – Transportation and Distribution, and Energy.

WIN Job Center Locations

Amory

662-256-2618 and
662-256-5617
1619 Highland Drive
P.O. Box 415
Amory, MS 38821-0415

Attala County

662-289-2535
254 Hwy 12 West
Kosciusko, MS 39090

Calhoun County

662-412-3170
237 S. Murphree Street
Pittsboro, MS 38951

The Communiversity

662-243-1751
7003 South Frontage Road
Columbus MS 39701

Corinth

662-696-2336
2759 S. Harper Road
Corinth, MS 38834-2050

DeSoto County

662-280-6218
NWCC DeSoto Campus
WIN Job Center Room # 300-L
5197 W. E. Ross Parkway
Southaven, MS 38671

Grenada

662-226-2911
1229-A Sunset Drive
Grenada, MS 38901

Houston

662-407-1219
210 S. Monroe St.
Houston, MS 38851

Iuka

662-423-9231
1107 Maria Lane
Iuka, MS 38852-1120

Louisville

662-773-5051
790 N. Court Ave.
Louisville, MS 39339-2059

Marshall County Workforce Training Center

662-851-4190, 662-851-4191,
& 662-851-4192
4700 Cayce Road
Byhalia, MS 38611

New Albany

662-692-1502
301 North St.
New Albany, MS 38652

Oxford

662-236-7201
1310 Belk Blvd.
Oxford, MS 38655

Pontotoc

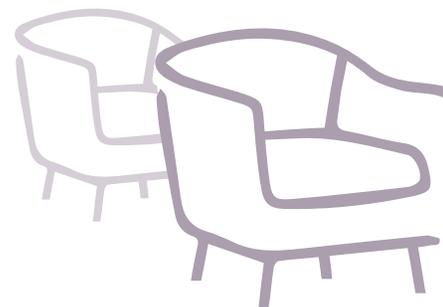
662-407-1226
316 Coffee Street
Pontotoc, MS 38863

Tate County

662-562-3351
NW Community College
4975 Highway 51 N
Senatobia, MS 38668

Tupelo

662-842-4371 and
662-407-1213
3200 Adams Farm Road, Suite 4
Belden, MS 38826



INTERESTING FACT

The Henry Ford of Furniture

On September 13, 1948, Morris Futorian opened a single-story plant in New Albany called the “Henry Ford of Furniture.” Futorian transformed the furniture industry by being the first to introduce the assembly line to furniture manufacturing with the Stratford company. Futorian’s high-quality handmade furniture transformed a community and later an entire region and can still be found today— labeled “Made in Mississippi.”

The MS Partnership has designed its local plan and sector strategy plan to align with Mississippi’s strategic vision for the workforce system, which is to create a workforce system that acts and functions as an ecosystem where all parts are connected and line up to achieve common goals and wherein every Mississippian has the opportunity to be work- or career-ready and to secure his or her dream job right here at home. From the moment one enters the education and workforce system, they will be presented with the necessary tools to choose and pursue a career pathway that is relevant to current and future labor markets.



We stay connected with businesses in our area to ensure we are meeting their needs and providing a qualified pipeline of potential employees to sustain and expand their business’s economic viability. The goal of all of our Workforce Services is to provide the citizens in our area the opportunity to gain skills necessary to obtain employment that leads to self-sufficiency while meeting the needs of our local businesses.

We strive for our workforce area’s Workforce Services to be able to help an individual no matter where they fall on the spectrum of the workforce – whether they are a student in high school developing a career path, entering the workforce for the first time, re-entering the workforce after being unattached to the workforce for a period of time, needing to be trained in order to advance in their career, interested in a career change, or in need of assistance securing new employment after a layoff. The MS Partnership is committed to ensuring our services meet the needs of each customer, and that when our services are not adequate for the customer’s needs, we have partnerships with our Core Partners and other agencies through which we can refer individuals to for assistance.

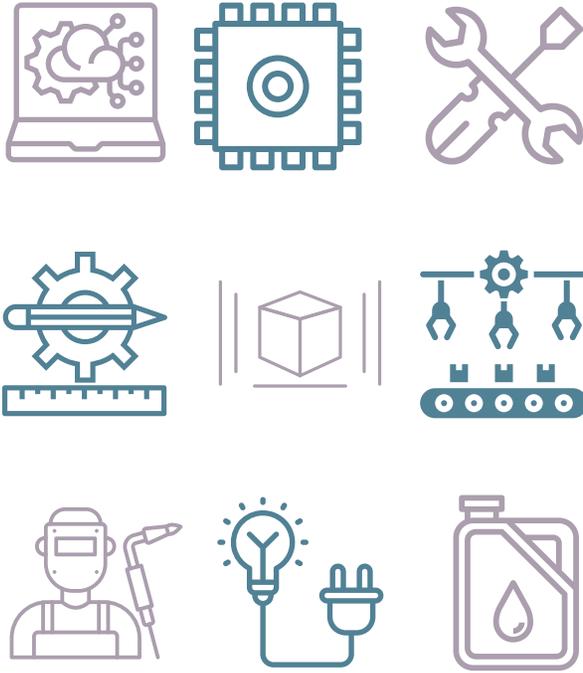
WIOA Service Providers

WIOA services were provided through the following agencies and organizations during PY 2021:

Youth Service Providers
Calhoun County Schools
East Mississippi Community College
Itawamba Community College
Golden Triangle Planning & Development District
Jobs for Mississippi Graduates
New Albany City Schools
North Center Planning & Development District
Northeast Mississippi Community College
Northeast Mississippi Community Services
Northwest Mississippi Community College
Pontotoc County Schools
Three Rivers Planning & Development District

Adult/Dislocated Worker Service Providers
East Mississippi Community College
Itawamba Community College
Mississippi Hospital Association
Mississippi Department of Employment Security
Northeast Mississippi Community College
Northwest Mississippi Community College

Industry-Recognized Apprenticeship Program



The MS Partnership Industry-Recognized Apprenticeship Program (MPIRAP) is a locally developed apprenticeship program. This program is an earn-while-you-learn program that allows apprentices to attend a career/technical program at a local community college and also be employed by a local employer in the student's field of study. Apprentices may be in the MPIRAP for up to two years. The MPIRAP is designed to provide individuals with an opportunity to acquire the knowledge and skills that lead to high-paying jobs while also helping businesses grow their skilled workforce. The program also helps to decrease critical skill gaps and expand on-the-job training opportunities.

This program is 100% focused on the Mississippi Partnership's five target sectors and partners with East MS, Itawamba, Northeast MS, and Northwest MS Community Colleges. Currently, the programs of study at local community colleges include programs such as Information Systems & Technology, Mechatronics, Industrial Maintenance Technology, Information Systems Technology, Drafting, Design and 3D Modeling Technology, Precision Manufacturing and Machining Technology, Welding and Cutting Technology, Electrical Technology, and Diesel Equipment/Power Technology.

To be enrolled in the MPIRAP, students must be recommended by their respective community college instructors, complete an interview process with partnering businesses, be selected by a partnering business, and remain in good academic standing while in the program. In PY 2021 the Mississippi Partnership enrolled 116 apprentices and partnered with 60 businesses.

Nurse Externship Program

The MS Partnership continued to partner with the Mississippi Hospital Association to provide nursing students with an 8-9 week (320 hours) supervised clinical experience in the summer prior to the students' last year in nursing school. This program combines classroom learning and clinical orientation under the supervision of a trained RN preceptor and allows the nursing student to observe as well as have hands-on experiences to prepare them for their role as registered nurses. The Mississippi Partnership was able to provide 20 nursing students with an externship through this program.



AccelerateMS Ecosystems

AccelerateMS has identified eight workforce ecosystems throughout the state of Mississippi.

The MS Partnership LWDA encompasses Ecosystem 2 and Ecosystem 4. The MS Partnership is an active and engaged partner with AccelerateMS and assisted AccelerateMS with establishing the Ecosystem roundtables for Ecosystems 2 and 4. Each roundtable is comprised of local businesses, economic developers, and education representatives. The MS Partnership facilitated meetings with each Ecosystem roundtable to better gauge and understand the localized needs of each Ecosystem and reported the data to AccelerateMS. These ecosystems will allow for finer calibration of workforce and economic development efforts in our workforce area. The MS Partnership fully supports AccelerateMS's ecosystem approach and has established working relationships with the AccelerateMS regional staff as well as state staff.



WIN Job Centers

In PY 2021 we continued our partnerships with local governments to provide locations for our WIN Job Centers while we concentrate on providing funding for personnel and training for workers. The MS Partnership oversees 16 Affiliate WIN Job Centers and 1 Comprehensive Center. WIN Job Centers provide services that meet workforce needs based on the local economy. The WIN Job Centers are focused on both the potential employee and the business owner. Businesses are encouraged to use the WIN Job Center for networking to find the best potential employees.

The MS Partnership has a tremendous working relationship with the community colleges in the area. Four community colleges (East MS, Itawamba, Northeast, and Northwest) serve 21 counties, and their workforce development professionals lead both workforce council meetings and WIOA workforce efforts. WIOA and community college staff coordinate with economic developers to host meetings with businesses interested in locating to the MS Partnership area. Together, they provide a cohesive workforce training package that is instrumental in business recruitment. As businesses determine additional training needs, the workforce area and community colleges are sometimes able to pool resources to provide the training. A combination of OJT and customized training (CT) is a powerful tool for the retention of existing businesses and the recruitment of new businesses.

During Program year 2021, the Mississippi Partnership served

2,312

ADULT WORKERS AND

476

DISLOCATED WORKERS

through our WIN Job Centers with

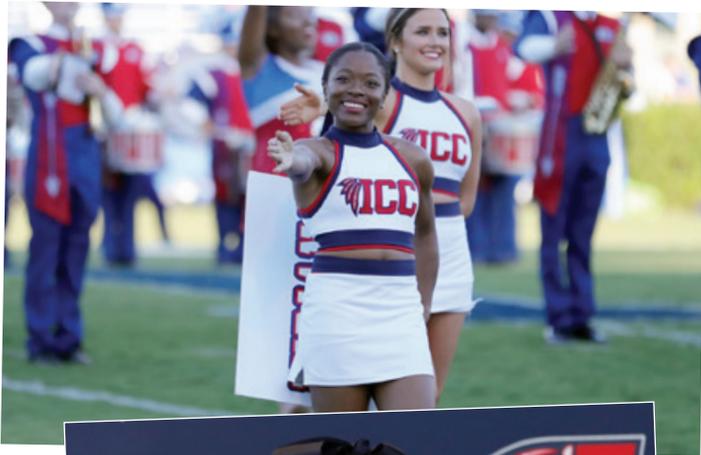
1,380

INDIVIDUALS RECEIVING

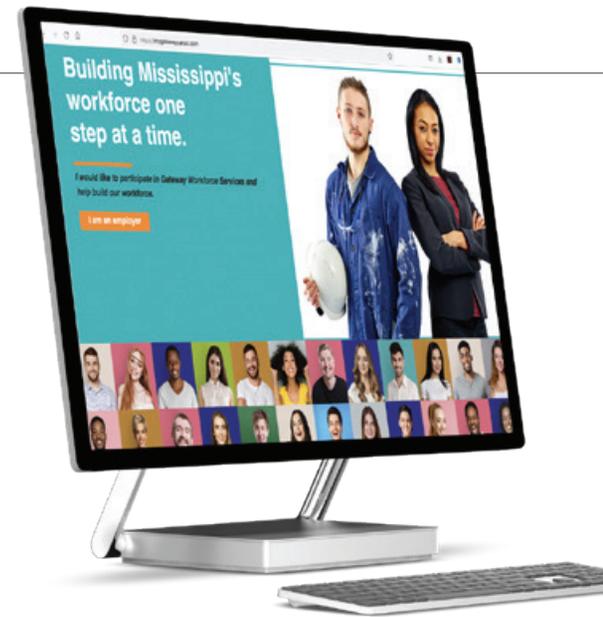
On-the-Job Training (OJT),
Individual Training Accounts (ITAs),
Apprenticeship, and Internship
Services.

Youth Programs

The MS Partnership's vision for moving the WIOA youth program from the traditional brick-and-mortar program to being able to interact virtually with our youth participants became a reality in PY 2021 with the launch of its My Gateway Career website. My Gateway Career provides an online portal for our youth programs that included modules for application, intake, and case management; online orientation; professional development; and e-learning for career readiness.



The MS Partnership Workforce Board understands the need to reach youth as early as possible to develop good work ethics and expose individuals to career opportunities in our region that align with our sector's strategic plan. The Mississippi Partnership implemented the Gateway Youth Program in PY 2016 in response to local employers in our area. At that time our employers expressed the need for young people to understand the importance of soft skills - attendance, attitude, teamwork - in the workforce as well as understand the career opportunities in our target industries. The concerns of our employers have only been intensified by the COVID-19 pandemic. It is imperative that we reach young Mississippians early and begin instilling the importance of essential job skills, exposing them to career opportunities available in Mississippi, and developing and supporting career pathways so that we are building a pipeline of qualified workers for Mississippi.



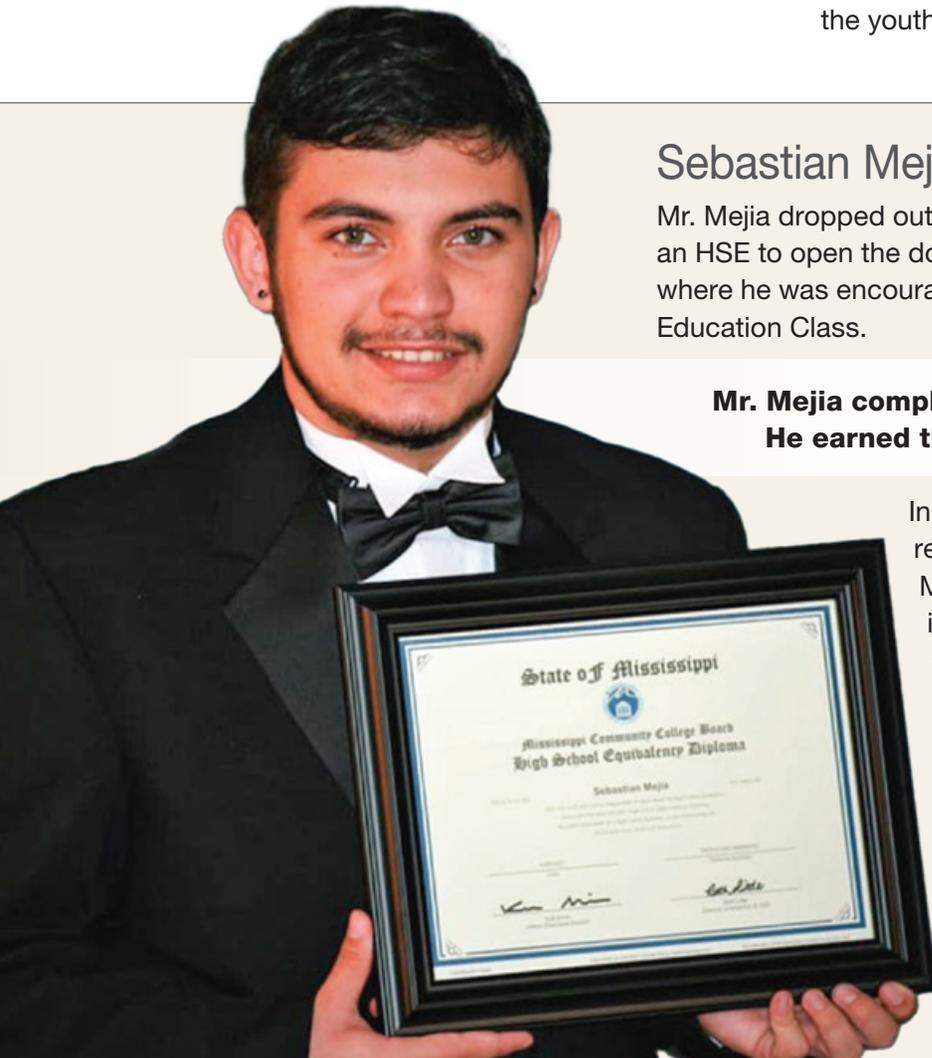
Jodi Parks was a graduate of our Gateway/IMPACTO Youth internship program in 2021.

Ms. Parks completed a 100-hour internship with Internal Medicine and Pediatric Clinic of New Albany, was accepted into the North MS Medical Center Apprenticeship Program where she earned her CNA certification, and completed 6 weeks of job shadowing in hospitals and nursing homes while in the program.

Currently, Ms. Parks is a freshman at Itawamba Community College (ICC) and is enrolled in the RN program. This busy ICC Indian Delegate, cheerleader, and student plans to pursue nursing school at the Mississippi University for Women following her two years at ICC. The Gateway/IMPACTO Youth Internship program was a launching place for her career as a nurse.



The purpose of the Gateway Youth Program is to teach eligible youth essential job skills (also known as soft skills) while providing career awareness, career counseling, and assisting in developing career pathways for Gateway participants. Career awareness will be provided to Gateway participants about the Mississippi Partnership Sector Strategy target industries which include: (1) Advanced Manufacturing, (2) Healthcare, (3) Information Technology, (4) Logistics – warehousing, transportation, and distribution, and (5) Energy. Youth in the program are offered paid work experience that allows the students to develop essential job skills and gain practical work experience. Once a youth completes the active phase of the Gateway Youth Program, the youth provider continues to provide support as the youth continues his education journey or enters the workforce.



Sebastian Mejia: A WIOA Gateway Success Story

Mr. Mejia dropped out of high school in the 10th grade, but realized a couple of years later that he needed an HSE to open the door to college and a career. He went to the NEMCC Adult Education office in Ripley where he was encouraged to enroll in the Smart Start Course, WIOA Gateway Youth Program, and Adult Education Class.

Mr. Mejia completed the career interest survey and confirmed his interest in culinary arts. He earned the Smart Start Credential and was well on his way to earning an HSE.

In the WIOA Gateway Youth Program, Mr. Mejia learned about work ethics and work readiness. His Gateway career coach placed him in an internship program at Rip Jax Mercantile to introduce him to owning and operating a business. Owner, Stone White, involved him in all aspects of operating a small business. Mr. Mejia excelled as an employee and was hired in a permanent full-time position. Mr. Mejia is hopeful that this experience in entrepreneurship will one day help him start his own business.

After completing the Smart Start course, Mr. Mejia enrolled in the Adult Education (AE) Class. He attended AE classes in the mornings and worked at the mercantile in the afternoons and weekends. Mr. Mejia earned his HSE, completed the ACT, and enrolled in the culinary arts program at NEMCC for the 2022 fall semester. Currently, Mr. Mejia is enjoying culinary arts classes and hopes to one day open a bakery specializing in ethnic desserts.

The Mississippi Partnership: Three Rivers Planning and Development District

During PY 2021, the MS Partnership had a network of five out-of-school youth providers and six in-school providers, with TRPDD also serving as a direct in-school youth program provider. These youth providers are strategically located throughout our 27-county workforce area to ensure that WIOA-eligible youth in our area have access to WIOA youth services. We were able to serve over 630 eligible youth and provide paid work experience to over 76% of the youth we served. We are pleased to report that we spent over \$958,000 on youth work experience in PY 2021 with 78% of that being spent on out-of-school youth work experience and 22% being spent on in-school youth work experience.

The Mississippi Department of Education has a renewed focus on the importance and benefits of work-based learning to engage students in real-life occupational experiences, allowing them to connect the knowledge and skills learned in class to the workplace. The State of Mississippi's WIOA waiver that allows the local workforce areas to lower the target rate of youth expenditures to 50% for out-of-school youth allows the MS Partnership to partner with local schools to serve WIOA eligible in-school youth. In PY 2021 we were able to offer the in-school youth program in 19 counties in our workforce area. Our in-school programs work with local High Schools and Career and Technical Centers to target eligible students who are juniors and seniors. This waiver has allowed the MS Partnership to spend approximately 35% of the total youth allocation on our in-school program.

Walter Covington, Precision Machining graduate, May 2022, apprenticed with Cooper Electric Controls in New Albany. He gained experience during the program that helped him secure full-time employment upon graduation with Cooper.

Miguel Merino and Eli Hodges, second year HVAC students, signed up with M&M Heating and Cooling as freshmen in their program. After a short time, both were moved to lead positions with increases in their salaries. Both students are expected to move to full-time positions with M&M upon graduation this May.



NORTHEAST
MISSISSIPPI COMMUNITY COLLEGE

The “Tiger Apprenticeship” program at Northeast MS Community College allows students the opportunity to work in industry while participating in a career and technical education (CTE) program of study. The Tiger Apprenticeship program creates strategic partnerships between college CTE programs and industry. These partnerships foster opportunities for companies to hire qualified personnel and for students to achieve real world experience and advance their educational goals simultaneously.

We carried over 7 Tiger Apprentices from 2020-2021 and placed 43 Tiger Apprentices from 9 of our CTE programs this past year. Over the summer, we added our Collision Repair Technology program to the list with two students signing with New Way Trucks to be industrial painters. We also have been working with Joiner and Raynard in luka to add our Hospitality Management Technology program to the Tiger Apprenticeship as they plan to open hotels in that area. This will open apprenticeship opportunities in 11 CTE Programs with over 30 companies participating. The Tiger Apprenticeship salaries are ranging from the minimum \$12/hour up to \$20/hour. We have apprentices graduating and earning \$22-\$30/hour with the experience they are gaining through the program.

Business Services/Layoff Aversion

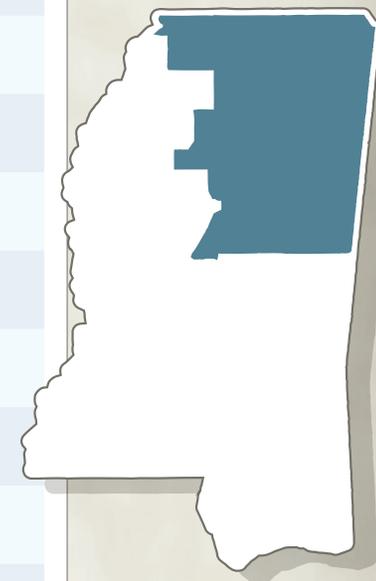
Having partnerships with businesses in our workforce area is a critical component of our workforce services. Current and future business needs are the driving force for continuous improvements to our Gateway Workforce Programs to ensure economic viability in our workforce area. The MS Partnership hired a Business Outreach Specialist to help our area develop stronger partnerships with our businesses.

Strategies that we are implementing for businesses include things such as:
Strategic planning for potential layoffs, layoff aversion, and dislocation events;
Business outreach to engage in proactive measures to identify opportunities for potential economic transition in growing sectors or expanding businesses, providing assistance such as assessment of needs, identification of business solutions and options, and coordination with other partners for the delivery of services to address the needs;
Developing partnerships with business-focused organizations to assess risks to companies, propose strategies to address those risks, implement services, and measure impacts of services delivered;
Conducting analysis of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer; (MS Partnership will conduct analysis and act upon data and information on dislocations and other economic activity.)
Data analysis to assist in identifying and gathering information for early warning of potential layoffs or opportunities for layoff aversion; and
Developing, funding, and managing incumbent worker training programs or other worker upskilling approaches as part of a layoff aversion strategy or activity.

As part of the COVID-19 recovery, MS Partnership partnered with the Governor’s Job Fair Network, MDES, local WIN Job Centers, economic developers, and local businesses to host 11 job fairs throughout our region. These job fairs were aimed at helping the unemployed and underemployed connect with local employers who were hiring. MDES notified individuals who were receiving or recently exhausted unemployment benefits. We had over 300 businesses and over 1,350 unemployed or underemployed individuals who attended these 11 job fairs. MS Partnership will continue to partner with the Governor’s Job Fair Network.

WIOA Title I — Performance Information: Mississippi Partnership Local Workforce Development Area

MS PARTNERSHIP LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	84.0%	88.9%
Adult Employment Rate 4th Quarter After Exit	82.0%	86.3%
Adult Median Earnings 2nd Quarter After Exit	\$6,000	\$7,364
Adult Credential Attainment Rate 4th Quarter After Exit	64.5%	76.9%
Adult Measurable Skill Gain	54.5%	66.3%
Dislocated Worker Employment Rate 2nd Quarter After Exit	75.0%	75.0%
Dislocated Worker Employment Rate 4th Quarter After Exit	70.0%	79.5%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,400	\$6,200
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	57.0%	68.3%
Dislocated Worker Measurable Skill Gain	47.0%	70.6%
Youth Employment Rate 2nd Quarter After Exit	78.0%	86.1%
Youth Employment Rate 4th Quarter After Exit	78.0%	83.3%
Youth Credential Attainment Rate 4th Quarter After Exit	76.0%	89.4%
Youth Measurable Skill Gain	52.0%	88.3%
Youth Median Earnings 2nd Quarter After Exit	\$2,700	\$3,061



Central Mississippi Planning and Development District

Overview

Southcentral Mississippi Works (SMW) Local Workforce Development Area (LWDA) is most proud of the partnerships and relationships that exist with our workforce partners. These partnerships help educate our citizens about our programs and provide comprehensive workforce services and training as efficiently and easily as possible.

SMW, in conjunction with Hinds Community College, Copiah-Lincoln Community College, and the Mississippi Department of Employment Security (MDES), operates seven WIN Job Centers within a 17-county workforce area. Each of these centers offers a variety of services to help residents seek and secure an appropriate job. Assistance includes, but is not limited to, basic career services, individualized career services, referral to a variety of workforce partner services, and where needed, skills and job training.

The Central Mississippi Planning and Development District serves as the administrative and fiscal agent for the SMW Local Workforce Development Area.

WIN Job Center Locations

Brookhaven

601-833-3511
545 Brookway Blvd.
P.O. Box 790
Brookhaven, MS 39602-0790

Jackson

601-321-7931
5959 I-55 N, Frontage Road,
Suite C
Jackson, MS 39213

Madison County

601-407-2457
167 Orchard Lane North,
Madison, MS 39110

McComb

601-684-4421
1400-A Harrison Avenue
P.O. Box 1306
McComb, MS 39648

Natchez

601-442-0243
107 Colonel John
Pitchford Parkway
P.O. Box 810
Natchez, MS 39121-0810

Pearl

601-936-1903
3805 Highway 80 East
Pearl, MS 39208-4295

Vicksburg

601-619-2841
755 Hwy 27 S.
Vicksburg, MS 39180

INTERESTING FACT The Witch's Grave

Located in the middle of the historic section of Yazoo City's Glenwood Cemetery, is a grave surrounded by chain links known as, "The Witch's Grave". The legend of the Witch of Yazoo became famous in Willie Morris' book, *Good Old Boy*, published in 1971. The witch, wronged by the people of Yazoo City, swore on her death to get her revenge. The large chain around the grave was to keep her at rest. Twenty years later, on May 25, 1904, a fire destroyed over 200 homes and nearly every business in Yazoo City — 324 buildings total. A group of citizens made their way into Glenwood on the day after the fire and found the large chains around the grave of the witch broken in two.



About Southcentral Mississippi Works (SMW)

As a local workforce development area under the federal WIOA, SMW provides workforce development and training activities that help improve the skills and abilities of workers to connect them with permanent employment at a self-sustaining wage level, support the labor needs of local businesses, and contribute to the economic growth of area communities. SMW works closely with several workforce partner agencies, including the Accelerate MS, MDES, the Mississippi Department of Rehabilitation Services, the Mississippi Department of Human Services, the four local community colleges located within the workforce area, the Mississippi Development Authority, and local economic developers to offer a comprehensive, all-inclusive array of services to both job/service seekers and employers. Activities are also available that are geared specifically to the Youth population.

Workforce activities in the area are overseen by a Local Workforce Development Board (LWDB) and a Local Elected Officials (LEO) Board, called the Board of Commissioners. These boards are responsible for overall policymaking and allocation of resources within the area. Workforce policies are developed in a manner that ensures employers' hiring and training needs are met and that financial resources are used in the most efficient manner. The LWDB membership includes a majority of business leaders and representatives of programs and organizations in accordance with the requirements of the WIOA law who are appointed by the LEO's Board. The LEO Board membership includes one representative from each of the 17 counties within the local area. Both Boards are nominated and appointed in compliance with the WIOA law

A workforce staff of six serves as support to the two boards. Staff oversee program activity and performance, monitor programmatic activity and fiscal accountability, provide Rapid Response services, and provide support to the area's one-stop operators and service providers. A vital staff responsibility is that of continual training of WIN Job Center staff in the provision of services and implementation of the area's policies and procedures for all Adult, Dislocated Worker, and Youth programs.

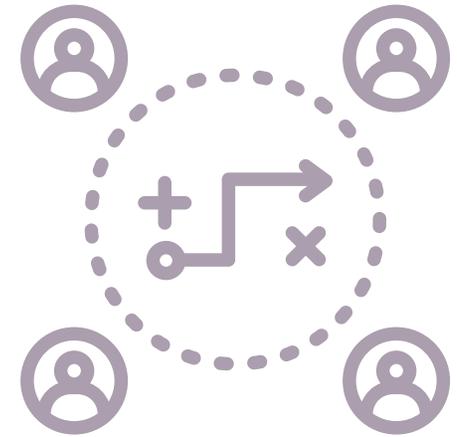


LOCAL WORKFORCE DEVELOPMENT PLAN

The 2020-2024 local plan supports Career Pathway and Sector Strategy alignment described in the state plan and explains how required partner programs work together to coordinate their services to better serve those seeking the skills needed to obtain a job. The plan also discusses how the local area addresses the workforce needs of area businesses.

Sector Strategy Plan

The workforce area undertook a lengthy project to identify the targeted industry sectors within the workforce area that offered the greatest potential for employment and the greatest need on the part of the employers. The industry sectors identified for SMW Workforce Area are healthcare, manufacturing, and transportation/distribution/logistics. During the program year, the workforce area has worked diligently to develop training services and programs to meet the needs and fill the skill gaps identified by the industry representatives. This is an ongoing effort and while federal WIOA training dollars are not restricted to use only within these targeted sectors, the sectors are given priority in designing and planning workforce programs and activities. Workforce area staff continually collaborate with industry representatives to receive feedback on current and changing needs and explore ways to meet those needs. These sectors continue to be in high demand within the workforce area.



MI-BEST Community College Programs

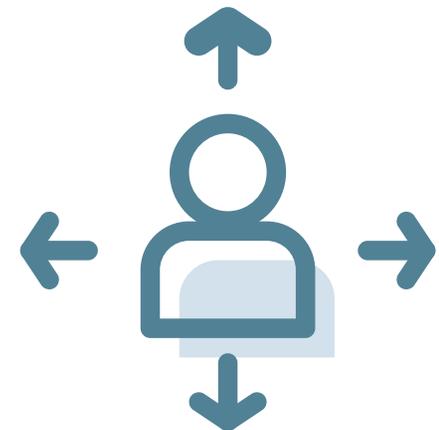
SMW Workforce Development Area works closely with the four Community Colleges in the area to fund the tuition of some WIOA MI-BEST participants and to enhance the success of those students enrolled at those community colleges. MI-BEST programs are accelerated approaches to the instruction of skills training and workplace preparation. This program structure follows that of I-BEST, an education model which challenges the conventional notion that basic skills instruction must be completed by students prior to starting college-level courses. Eligible MI-BEST students are awarded WIOA-funded ITAs to pay tuition and other costs of the training. Additionally, students receive wrap-around counseling and career services focused on retention and job placement from WIOA-funded staff.



Youth Programs

SMW's youth programs mainly serve Out-of-School Youth. Services to the Out-of-School Youth population include Career Services, ITAs, and Internships. Limited services are also provided to In-School-Youth in the form of Career Services and Internships for students enrolled in career and technical training in the workforce area's targeted industry sectors.

The workforce area expanded the In-School youth program for students enrolled in sector industry career and technical training at community colleges to afford them internship training work in their field of study during the summer months. This program was quite successful and will be continued during the school year 2022 – 2023 in an effort to connect career and technical community college students with permanent employment in their field of study.





SMW Innovative Youth Programs

SMW Workforce Area continue to implement several unique youth programs during the year. These various programs target specialized youth populations to help participants gain basic necessary work skills as well as connect them with appropriate employment. One of these unique programs is operated by a local food service employer, Refill Jackson Initiative, to implement a program for at-risk out-of-school youth. Eligible program participants spend several weeks learning basic necessary work skills, receiving career counseling and earning appropriate credentials, including an HSE if needed. The training and the obtaining of the NCRC provides the youth with workplace skills they need to enter gainful employment. The program then places participants with area businesses for internship opportunities.

The workforce area operates another unique program for adjudicated youth. These individuals are remanded to the program by the youth court judge as an alternative to other judgements. Participants are afforded intense counseling, preparation for and opportunities to earn a high-school equivalency if needed, and are required to earn the NCRC during program participation. When appropriate, internships are available with area employers.

These unique programs allow the workforce area to reach special youth populations that we might not otherwise be able to reach and serve.

Partnership with the Mississippi State Fire Academy

SMW LWDA worked to certify multiple training courses offered to first responders by the Mississippi State Fire Academy. Certifying the courses allows SMW LWDA to use federal WIOA funding to pay the cost of tuition and books for first responders attending training. Local fire departments are responsible for paying for training for first responders; however, there are never enough training funds available to meet the level of need. Being able to use WIOA funding to help offset the cost of the training has greatly benefited local fire departments in the workforce area. A community's fire rating is directly proportionate to the number of certified firefighters the local fire department has on staff. Usually, the more certified firefighters a department has, the lower the fire rating will be, and the better the fire rating, the lower homeowners' insurance rates should be. This partnership is a winning opportunity for local communities and individuals seeking this training.



Nurse Extern Program Helps Nursing Students Take the Next Step

The SMW LWDA once again partnered with Mississippi Hospital Association (MHA) and area hospitals to place 54 nursing students entering their senior year of nursing school into paid work experiences.

The Student Nurse Extern Program was developed based on a proven, innovative model that use extern experiences to enhance the success of nursing students entering their last year of Registered Nurse education.

The goals of the Student Nurse Extern Program are to:

- 1 Increase the number of extern opportunities in SMW hospitals by offering a supplemental practical experience within the hospital or clinic to students;
- 2 Increase opportunities to enhance students' clinical and critical thinking skills; and
- 3 Increase recruitment of future externs as the new graduates begin their nursing careers in the SMW Workforce Development Area.

The Extern Program was incredibly successful. Of the 54 participants who enrolled, 52 completed giving the program a 96% completion rate. Through the program, student nurses work eight (8) to nine (9) weeks in a supervised clinical experience in the summer prior to his/her last year in nursing school. The program provides classroom learning and clinical orientation with a trained RN preceptor and allows the nursing student to observe as well as gain valuable hands-on experiences to prepare them for their role as registered nurse.

The program is an excellent recruitment strategy for area hospitals. Many hospitals report a decrease in vacancy rates after implementation. Participants are more prepared to enter the workforce upon graduation and are more likely to seek employment in the same hospitals in which they trained. Participants reported a smoother transition from student nurse to graduate nurse because of the extern experience.





Internship Program Helps Turn Job into Career Opportunity

LouSonya Woodland, Workforce Coordinator; Malcolm Bouldin, Intern; Benny Hubbard, Chairman of Southcentral MS Works Workforce Board; Shannon Dunaway, Intern; and Robin Parker, Director of Workforce

The workforce division partnered with businesses and industries throughout the workforce area to offer a summer internship to current Community College Career and Technical Education Students. These internships were designed to help students still enrolled in school gain experience in their area of study before taking the final steps into full-time employment.

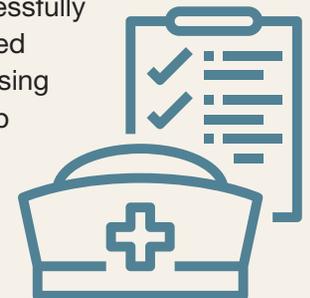
Students from Hinds Community College, Holmes Community College, and Copiah-Lincoln Community College successfully completed the 320-hour paid internship. All students who completed the internship will return to their respective colleges to complete their degrees. Many industries have expressed interest in offering interns full-time employment upon graduation.

Two (2) of the seven (7) interns came to the SMW Workforce Board Meeting to share their experiences. At the board meeting, Malcolm Bouldin said, “My experience at Nissan North America was a 10 out of 10. My goal was to further my knowledge and get my foot in the door of a company like Nissan and this experience gave me that opportunity.” Shannon Dunaway added, “My goal was to learn as much as I could during the internship to help me during my final year at Co-Lin Community College. I accomplished this goal and built relationships with people who may give me the opportunity to work for them in a position that will help me to better provide for my future family.”

WIOA Individual Training Account Success

Olivia Oakes graduated from Hinds CC with an AA degree and entered the registered nursing (RN) program at Delta State University.

She successfully participated in the Nursing Externship Program then went to the WIN Job Center to

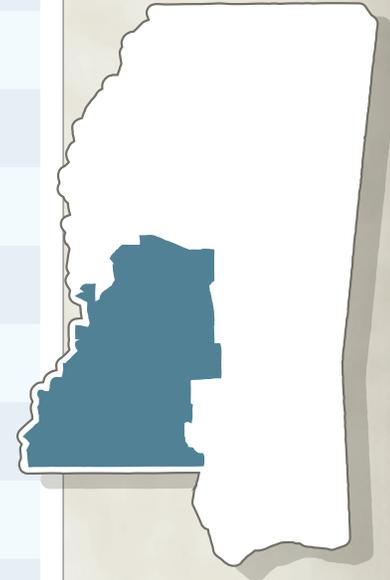


get financial assistance for her last semester. Ms. Oakes was awarded a WIOA ITA and was able to complete the final semester and receive her RN License.

Prior to nursing, Ms. Oakes was a waitress earning \$2.15 per hour and a hostess earning \$7.25 per hour. Now as an RN employed at Baptist Medical Center in Arkansas where the average salary for a RN is \$24.00 per hour, she is earning a sustainable income.

WIOA Title I — Performance Information: Southcentral Mississippi Works Local Workforce Development Area

SOUTHCENTRAL LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	77.0%	87.6%
Adult Employment Rate 4th Quarter After Exit	75.0%	88.0%
Adult Median Earnings 2nd Quarter After Exit	\$5,200	\$7,720
Adult Credential Attainment Rate 4th Quarter After Exit	53.0%	61.0%
Adult Measurable Skill Gain	51.0%	53.2%
Dislocated Worker Employment Rate 2nd Quarter After Exit	74.0%	80.8%
Dislocated Worker Employment Rate 4th Quarter After Exit	66.5%	82.3%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,200	\$6,975
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	53.0%	69.9%
Dislocated Worker Measurable Skill Gain	46.0%	54.4%
Youth Employment Rate 2nd Quarter After Exit	71.0%	78.0%
Youth Employment Rate 4th Quarter After Exit	69.5%	71.9%
Youth Credential Attainment Rate 4th Quarter After Exit	71.0%	73.4%
Youth Measurable Skill Gain	48.0%	45.9%
Youth Median Earnings 2nd Quarter After Exit	\$2,700	\$4,691



Southern Mississippi Planning and Development District

Overview

Southern Mississippi Planning and Development District (SMPDD) is the fiscal and programmatic agent for the Twin Districts Workforce Development Area (TDWDA). TDWDA provides strategic workforce training and services throughout its 24 diverse counties, from the Coast to Kemper County. TDWDA's services are designed and delivered to increase the pipeline of well-trained individuals to meet the demands of employers within the region, both now and in the future.

State legislation created the Office of Workforce Development (AccelerateMS) to develop key strategic plans to better utilize and connect existing resources in the state and to maximize the benefit of those resources to citizens and employers in our area. The state's strategic vision is to continue nurturing a workforce system that acts and functions as an ecosystem where all parts are connected and line up to achieve common goals, so that every Mississippian has an opportunity to become career-ready and secure a good job right here at home. TDWDA contributes to this vision by implementing career pathway models that facilitate the integration of programs and improvement of efficiency in service delivery across program partners. This model is known as the Mississippi Works Smart Start Career Pathway Model.

TDWDA's strength is active involvement and guidance from the TDWDA Board, its One-Stop Committee, Industry Advisory Council (IAC), the Youth Committee, the Local Elected Officials Board, and workforce partners including East Central Planning and Development District (ECPDD). Additionally, TDWDA partners with the Mississippi Department of Employment Security (MDES), and our area community colleges — East Central Community College (ECCC), Jones County Junior College (JCJC), Meridian Community College (MCC), Mississippi Gulf Coast Community College (MGCCC), and Pearl River Community College (PRCC) to provide career pathways and relevant training programs aligned with the unique and specific industry demands. Twin Districts accomplishes this by funding occupational skills training as well as work-based learning activities including youth work experiences, internships, externships, pre-apprenticeships, apprenticeships, on-the-job training (OJT), customized training, and incumbent worker training, including layoff aversion strategies.

WIN Job Center Locations

Carthage

601-267-9282
202 C.O. Brooks St.
Carthage, MS 39051-4262

Hattiesburg

601-584-1202
1911 Arcadia Street
Hattiesburg, MS 39401-5428

Choctaw, MS

601-663-7722
266 Industrial Road
Choctaw, MS 39350

Laurel

601-399-4000
2139 Highway 15 N, Suite D
Laurel, MS 39440

Columbia

601-736-2628
1111 Highway 98
Columbia, MS 39429-3701

Meridian

601-553-9511
2000 Highway 19 N
Meridian, MS 39307-4906

Forest

601-469-2851
536 Deer Field Drive
Forest, MS 39074-6005

Pascagoula

228-762-4713
1604 Denny Ave.
P.O. Box 1058
Pascagoula, MS 39568-1058

Hancock County

228-466-5425
856 Hwy 90 Suite D
Bay St Louis, MS 39520

Philadelphia

601-389-3431
1016 Saxon Airport Road
Philadelphia, MS 39350

Harrison County

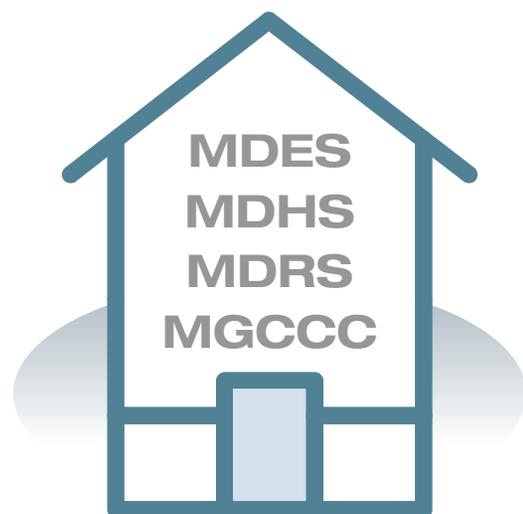
(Comprehensive Center)
228-897-6900
10162 Southpark Drive
Gulfport, MS 39505-2849

Picayune

601-798-3472
2005 Wildwood Road
Picayune, MS 39466



As part of the American Job Center Network, TDWDA has 12 WIN Job Centers that fulfill two primary missions: assisting employers in locating and training a highly skilled labor force specific to their operational needs and assisting job-seekers in obtaining high-demand skills and job search tools that will lead them to long-term employment with family sustaining wages. Through career exploration, job placement, career counseling, and work-based and educational training opportunities, WIN Job Centers help employers recruit and train employees to meet their business needs. They help participants find jobs and obtain the skills they need to improve their own lifelong career pathways. As the backbone of the local workforce system, WIN Job Centers are a critical component in implementing the MS Works Smart Start Career Pathway model and thus creating a Work-Ready Mississippi.



The WIN Job Center in Harrison County serves as the Comprehensive Center for Twin Districts. All of the core partners (MDES, MDHS, MDRS, and MGCCC) are located in the Comprehensive Center. Additionally, WIOA Youth and Senior Community Services Employment Program (SCSEP) representatives are available to make referrals throughout the workforce district. Other on-site partners include Job Corps, Career STEP, Veterans Services, UI, and Wagner-Peyser Labor Exchange. The partners work together to ensure that the individual is receiving the workforce training services and support services they need to make them as successful as possible.

The WIN Job Centers bring together One-Stop partner programs in a seamless customer-focused service delivery network. Services are provided in the most inclusive, appropriate, and accommodating method in order to achieve effectiveness in both physical and programmatic accessibility for all individuals. The partners continue to explore opportunities to improve the integration of services.

INTERESTING FACT

The Demontluzin Avenue Angel

On the morning of August 29, 2005, Bay St. Louis residents Doug Niolet, Kevin Guillory, and Nikki Moon survived the 28-foot-high storm surge of Hurricane Katrina by clinging to an oak tree. Hours passed as they clung to the branch approximately 20 feet above the flood waters, waves sweeping over them, fearing that the waters would wash them away. Eventually, the water receded and the survivors were able to climb down from the tree to safety. However, debris from the storm had covered the roots and fatally damaged the very tree that saved their lives. It had to be cut down, but the three survivors had chainsaw artist Dayle Lewis carve its limbs into angels, then set them into concrete in a more visible spot only a few hundred feet from where the tree saved their lives. There are three other carved trees in the city as well, each with their own unique visage. One is located in front of the Our Lady of the Gulf Church, while the other two, including the original, can be found on Demontluzin Avenue and North Beach Boulevard.



INNOVATIVE TEAM BUILDING LEADS TO SUCCESS

SMPDD decided to combine the Economic Development and Workforce Development departments into the Economic Workforce Development Division (EWD). This change also correlated with the TDWDA implementation of the new Workforce Innovation and Opportunity Act (WIOA) and its focus on assisting businesses as well as job seekers. With the mindset that you cannot have one without the other, the division strives to be recognized as the premier region in Mississippi that thinks and works together regardless of geographic boundaries. Another important goal of the EWD is to increase the opportunity for individuals to earn family-sustaining wages and meet the needs of employers by collaborating on and supporting workforce strategies throughout the region.

TWDA has well-trained, seasoned staff who stay keenly aware of the workforce needs of local business and industry as well as the resources available to build a strong talent pool. They work with AccelerateMS, the Mississippi Development Authority (MDA), the Mississippi Manufacturers Association, local economic development agencies, and various workforce partners to ensure that there are linkages among workforce development resources. It is important for business and industry to be able to easily access the workforce system. The EWD staff works to help coordinate the delivery of services for recruiting and training employees and to also make sure the partners are aware of the services available. Examples of such partnership and the award-winning staff are detailed below.

Carpenter Pole and Piling to locate new pole mill in Waynesboro

Carpenter Pole and Piling is expanding in Mississippi with the addition of a pole mill in Waynesboro. The project is a nearly \$3.57 million corporate investment and will create 15 jobs. Carpenter Pole and Piling specializes in utility poles for power companies and foundation and marine pilings for new construction. The company currently has treating plants in Wiggins and Picayune. The new operation is expected to begin by early fall.

The project is supported by the MDA and Dixie Electric Power Association. SMPDD's Economic Workforce Development Manager, Emlyn Jackson, helped to finalize the project. Jerry Hutto, District 2 Supervisor and President of the Wayne County Board of Supervisors, said, "It is with great enthusiasm that I thank Carpenter Pole and Piling for expanding their business operations by choosing to locate their new facility in the Wayne County Industrial Park. I appreciate and thank my fellow Board of Supervisors for working with me and allowing me to work on this project. I also want to thank Waynesboro Mayor Richard Johnson for utilizing his business connections to network with Carpenter Pole and Piling. This is the first new business to locate in the industrial park in 30 years. This is a testament of what can be accomplished with the cooperation of local, state and private businesses working together."





Allison Hawkins

MDA Awards Allison Hawkins – 2022 Marsha Hamilton Spirit Award

Allison B. Hawkins, Economic Workforce Development Division Director for the SMPDD, has been awarded the Marsha N. Hamilton Spirit Award by the MDA on February 4, 2022, at the Mississippi Economic Development Council Award Luncheon. She has lead the economic development team at SMPDD for over 20 years.

The award recognizes extraordinary service in economic development and is given to the state’s most deserving leader in that field of expertise. Recipients of the Award must display professional competency and consistent collegiality with their peers; exhibit the highest degree of integrity at work and in the community; and have gone beyond the norm in the input of time, energy, and resources to further the goals of economic development in Mississippi and to bring honor to their profession in general.

TDWDA is extremely proud to have Allison Hawkins lead the Economic Workforce Development Division at SMPDD.

Kenny Jett Receives Prestigious President’s Award at SETA

The Southeastern Employment and Training Association (SETA) recently recognized Kenny Jett as the winner of the “Bob Craig President’s Award” at its spring conference in Sandestin, Florida. This honor is given by the board’s president and is bestowed upon an individual who has made significant contributions to the Association.

Kenny has served as the Mississippi representative on the SETA board for several years and was the lead board member in planning and implementing the 2021 fall conference in Biloxi. With COVID delaying the conference for a year, Kenny essentially had to plan and re-plan the event, which was the first SETA in-person event in 18 months.

SETA is the premier membership association for providing professional growth opportunities to workforce development partners and practitioners across the southeast. The SETA Board is comprised of representatives from eight southeastern states, including Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee.

In his role at SMPDD, Kenny works to assist economically disadvantaged youth to overcome barriers that may hinder success in education and employment endeavors. SETA president Rob LeBeau remarked that “Kenny is a great workforce professional, contributes to SETA leadership, is a friend to all, and has a great singing voice to boot!” Congratulations, Kenny on the well-deserved President’s Award!



Kenny Jett

TDWDA WIOA Youth Services

TWDA has a Youth Committee that works with youth service providers to ensure that Twin Districts offers training programs that provide the education and skills needed for the future workforce. The Committee and Board strive to connect area youth with training, education, and work experience in high growth labor markets. Currently, the Twin Districts youth programs are available to out-of-school youth (OSY) age 16-24 and in-school youth (ISY) age 14-21. SMPDD has been very successful as a direct services provider for youth at four (4) sites located in Laurel, Forest, Waveland, and Columbia. Additionally, there are eight (8) OSY sites operated by SMPDD/TDWDA youth services providers. Work readiness training/soft skills, financial literacy, High School Equivalency (HSE) test prep, National Career Readiness Certification (NCRC) testing, and paid work experience are among the services provided as we “meet the youth where they are” in their journey to be good citizens earning family sustaining wages. As part of the Sector Strategy, there is time spent in the Youth curriculum on familiarizing the individuals with the pathways and skill requirements for jobs in Advanced Manufacturing, Energy and Chemicals, Information Technology, and Healthcare.



Ms. Bramlett came to the Meridian Community College (MCC) Eagles SOAR Out of School Youth program seeking to acquire work experience.

She was an unemployed 18-year-old with no high school diploma. Her goals were to earn her high school Equivalency diploma (HSE) and get a job in the healthcare.

Ms. Bramlett enrolled into MCC's Eagles SOAR Out-of-School Youth program, while currently working towards earning her high school equivalency diploma at MCC's Adult Education program. She also earned her Nurse Aide Certification (CNA) through the MiBEST program.

She was always on time and prepared to learn. Through her coursework, she gained confidence in herself, learned valuable job-related skills, and developed a strong work ethic.

In a few months, Ms. Bramlett not only completed her HSE, but she also earned a National Career Readiness Credential: Silver Level, CNA certificate, and successfully completed her work experience at Creative Kids Daycare. She then accepted a full-time position working as a (CNA) at Bedford Care Center. Ms. Bramlett is grateful that she participated in the Eagles SOAR Out-of-School Youth program, and she is an example of how hard work and persistence lead to success.



Jaleah Bramlett

BRIDGING THE GAP BETWEEN SCHOOL AND INDUSTRY

One of the goals of the TDWDA Sector Strategy Plan is to establish a growing partnership with high school Career and Technical Education (CTE) programs. As a result, the SMPDD WIOA youth program has been working diligently to establish a relationship and build trust between our workforce staff, the Mississippi Department of Education (MDE), and local High Schools.

Through a partnership with the MDE, SMPDD is working with local CTE Directors, work-based Learning Coordinators, and Guidance Counselors to enroll CTE students into the SMPDD WIOA In-School Youth Program. The high school CTE programs provide the youth training in a specific pathway and the WIOA youth programs provide work readiness skills training, supportive services, and connect the youth to work-based learning opportunities/work experience. So, as a result of the collaboration, the objectives of both programs are met and the benefit to the students is enhanced.

In program year 2021 (PY21), SMPDD has continued to grow the partnership with the Kemper County School District. With the help of the Kemper County School District, the SMPDD youth staff developed a written process for enrollment and service delivery. Using the written process, SMPDD now has the ability to easily replicate the program with other school districts. Susan Morgan, a member of the Kemper County School District staff stated, “The partnership between SMPDD and Kemper County School District has provided an unprecedented opportunity for students enrolled in the work-based Learning program. Students have been afforded job placement previously unavailable and employers have benefitted from the additional and much-needed workforce. The staff of SMPDD has worked closely to ensure that students arrive at their first interview prepared with proper job search skills and once hired, armed with the soft skills and work ethics needed to succeed”.

SMPDD enrolled 57 in-school students into the SMPDD In-School Youth Program in PY21. In addition to Kemper County School District, SMPDD has expanded to the Hattiesburg Public School District. Because COVID required the SMPDD Youth Program to adjust the training model to be able to provide remote services, we now have the ability to expand to other CTE programs across our 24 county service area and ultimately, enroll many more into the SMPDD ISY program using our 50/50 waiver. To further these efforts, SMPDD/TDWDA participated in statewide Perkins V taskforce planning team meetings with MDE to better align our funding streams, reduce duplication, and coordinate our services.

In the near future, many TDWDA high schools will house Career Coaches that will work alongside SMPDD’s youth programs to enhance our efforts to increase college and career readiness of in-school youth, increase the awareness of in-demand occupations, and connect in-school youth to work-based learning opportunities.





America Ellis

Ms. Ellis entered SMPDD's Youth Workforce Training Program as an in-school participant enrolled in Hattiesburg High School.

Ms. Ellis's father is a welder and her mother, is an elementary school teacher.

Ms. Ellis successfully completed a rigorous curriculum, which included work ethics, financial literacy, job skills training, and career readiness training. She was an active member of the Beta Club, Family, Career and Community Leaders of America (FCCLA), the National Technical Honor Society (NTHS), and Health Occupations Students of America (HOSA) while simultaneously participating in our program.

Ms. Ellis participated in our work experience program and was placed at a local coffee shop called, "Java Werks" where she continued to learn. Java Werks and SMPDD were happy with her performance. Soon after, Ms. Ellis graduated from high school with special honors and was ranked fourth in her class based on scholastic achievements. She received five scholarships in total including a Career & Technical Scholarship to Pearl River Community College (PRCC) and an Honors scholarship to PRCC. She also received scholarships from Zeta Phi Beta Sorority Inc., and Delta Sigma Theta Sorority Inc., and from Health Occupations Students of America (HOSA).

Currently Ms. Ellis is a full-time student at Florida A&M University, Appreciative of her offers, which was the best option for pursuing her career path. She plans to work as a robotics engineer for The United States Department of Defense by constructing robots to be used in military combat, hospitals, etc. Additionally, when she gains enough experience, she plans to start her own business building robots that can be used to help nurses complete non-invasive tasks in healthcare settings.

Senior Community Service Employment Program (SCSEP)

The Senior Community Service Employment Program (SCSEP) is a strategic partner in the WIOA Combined State Plan. The project operates under the Economic Workforce Development Division at SMPDD and is aligned with our TDWDA WIOA programs. Enrollment into SCSEP allows low-income people over the age of 55 to earn subsidized wages as they update and upgrade their job skills. Numerous host agency partners provide the on-site local training, supervision, and mentorship to help make our SCSEP participants successful. The goal for each SCSEP Participant is to be able to re-enter their local workforce and obtain permanent, unsubsidized employment.



Two Recent Job Fairs Produce Impressive Results

In partnership with the Mississippi Governor’s Job Fair Network, MGCCC and SMPDD hosted two consecutive days of job fairs. The first was held on the Jackson County Campus of MGCCC and the second was held on the Harrison County Campus. The companies in attendance ranged from restaurants to high technology employers. Based on post-event surveys, employers were very pleased with the job fairs.

Check out the results below and look for more job fairs to be hosted soon throughout the 24-county workforce area.

	JACKSON COUNTY 02/14/22	HARRISON COUNTY 02/15/22
Registered employers	44	49
Job applicants in attendance	190+	220+
On-site interviews conducted	97	121
Job offers made on-site	34	48
Projected number of hires from this job fair in the next year	163	213

TDWDA partners with the Governor’s Job Fair Network to host Job Fairs regionally and locally using proven best practices for inviting qualified job candidates and businesses with posted job openings to attend.

Hattiesburg WIN Job Center participated in Pearl River Community College’s FCC Transfer & Career Fair held at Pearl River’s Hattiesburg campus on Wednesday, March 30th, 2022. Jerry Holifield and Daryl Joy Williams of the Hattiesburg WIN Job Center shared with students the services offered by their local WIN Job Center while attending this Job Fair.

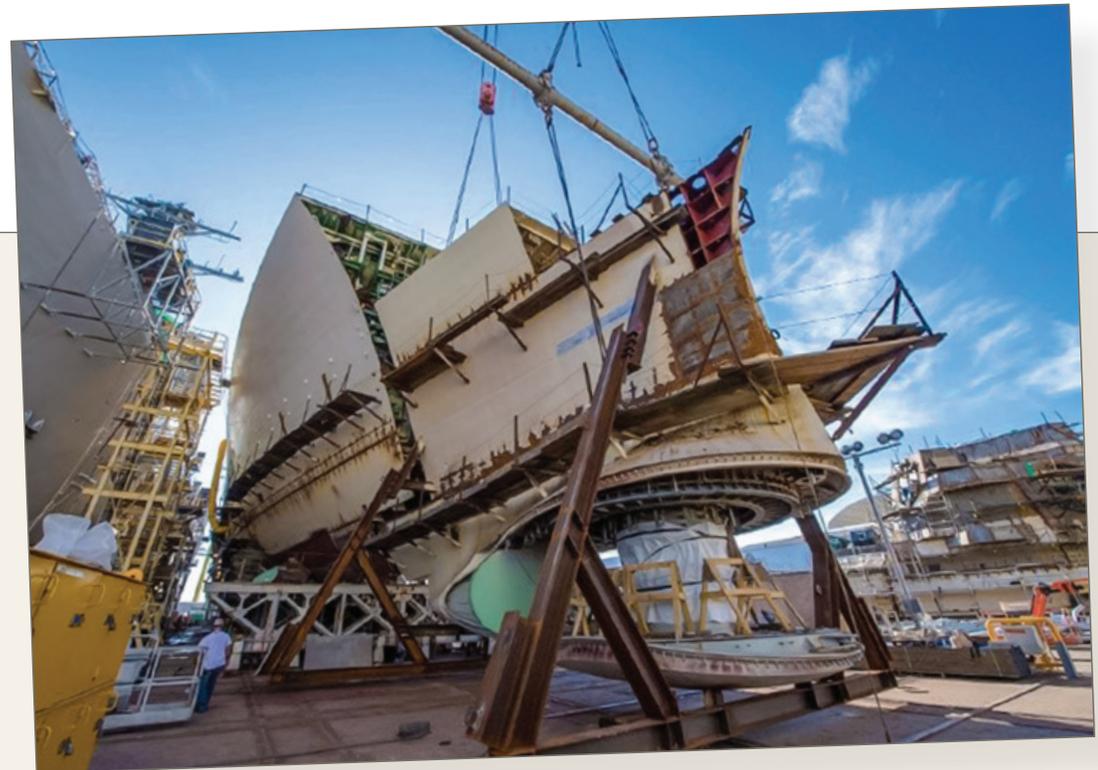


Huntington Ingalls Shipbuilding

TDWDA partners with the largest employer in the state, Huntington Ingalls in Pascagoula on their apprenticeship program. The apprenticeship program is currently housed in the Haley Reeves Barbour Maritime Training Academy in Pascagoula, a 70,000 square-foot state of the art facility. The Academy has produced more than 5,000 graduates in support of Ingalls' operational needs.

Additionally, the TWDA and Huntington Ingalls Shipbuilding continue to partner and create programs that will provide job seekers with the skills needed to thrive in lucrative careers. The customized training program, HireUP, is one such program that leads to immediate employment and provides livable wages as part of the model.

Resources are available to create, maintain, and expand workforce programs to benefit the business community, job seekers, and employees. Other programs for a successful workforce development system include OJT, Incumbent Worker Training, and Lay-Off Aversion.



ADULT AND DISLOCATED WORKER SUCCESS STORIES

Second Time Around

Ronnie Bang, a member of a family of five receiving public assistance, visited the local WIN Job Center with a desire to become self-sufficient. Mr. Bang had no meaningful credentials or transferable occupational skills, which made it difficult to earn enough wages to feed his family without assistance. He went to the WIN Job Center, was enrolled in WIOA, and Ingalls HireUP Program. Mr. Bang completed the program and is working at Ingalls with a starting pay of \$24.79 per hour. This job has changed his circumstances, and he no longer requires public assistance to feed his family. There is some truth to the saying, “the second time is a charm.”

Breaking Barriers

Allanah Turner was working as a cashier at a retail store when she decided to follow her dreams of being a firefighter. Throughout Ms. Turner's college years and after getting an associate degree in Sports Management, her passion for becoming a firefighter never diminished.

After three years of working as a cashier, she decided to apply with the Gulfport Fire Department for the firefighter academy. She was accepted into the academy for a 13-week training program. Finally, she was given a chance to make her dream come true. In partnership with SMPDD, the local WIN Job Center Program Specialist certified her eligible for enrollment in WIOA as a customized training participant.

Even though she was elated to begin class on June 28, 2021, she never expected it to be easy. However, she had the determination to succeed in this non-traditional training and occupation for women. Her 13-week journey in the academy was challenging mentally and physically. Being up against men who were stronger, faster, and more athletic encouraged her not only to work harder but also smarter. Ms. Turner believed in herself and her dream.

She successfully completed the firefighter academy and earned a Firefighter Certification and Hazardous Material Certificate, and her dream became reality. She immediately began work with the Gulfport Fire Department earning higher wages, better benefits, and a rekindled love for firefighting.

Ms. Turner is grateful for the WIOA funding and having the opportunity to complete the academy and become gainfully employed with the Gulfport Fire Department as a firefighter. It is an even greater success to give back to her community and be the first African American female firefighter with the Gulfport Fire Department in Gulfport. She says, "Being a pioneer for young females, particularly young black females, shows that we are breaking barriers."

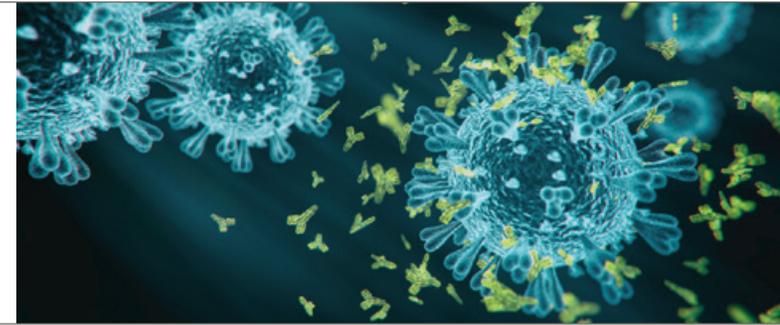


Allanah Turner with her Firefighter Academy Graduating Class



The National Dislocated Worker Grant: COVID-19

This program has provided much needed work experience and wages to multiple Dislocated Workers in our area, while simultaneously assisting local government agencies and non-profit organizations in combating the COVID-19 pandemic. Job areas include sanitation, public health, safe food preparation/delivery, and clerical duties involving COVID-19 mitigation and workload.



The National Dislocated Worker Grant: Opioid

This program facilitates community partnerships through referrals to the TDWDA and other contractors that are central in dealing with the opioid complex public health crisis.

No Looking Back — Just Forward

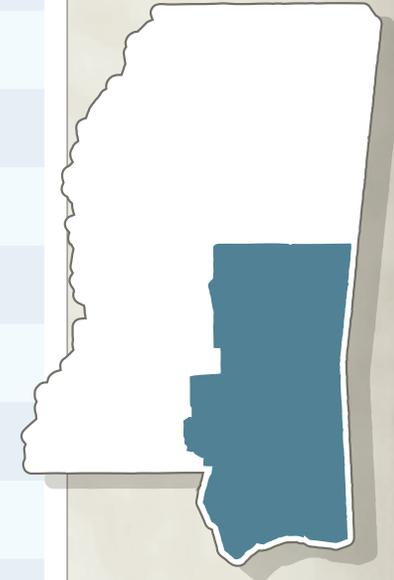
When Amanda walked into the Columbia WIN Job Center on January 29, 2021, little did she know that shortly afterward, her dreams would turn into reality. Amanda, a participant in the National Dislocated Worker Opioid program, was referred to the WIN Job Center by the Opioid Drug Court Counselor. She faced many barriers, such as criminal history, low income, and being a single mother. Amanda was only working part-time and earning barely over minimum wage. She dreamed of a stable job, making more money, and doing something she could enjoy.

The Employment Specialist at the WIN Job Center recognized that Amanda had a great personality, good communication skills, and enjoyed cooking and reading. Amanda was able to obtain a full-time job paying more money but soon faced a layoff. The Employment Specialist continued to work with Amanda until she referred her to a cook position at the Magnolia Grille, an upscale restaurant in Columbia. Amanda was hired earning \$15.00 per hour. This is just the beginning for Amanda, who now has a full-time job and is earning decent pay doing something she loves. She aspires to become the head cook. Her dream is coming true, and she says, “I’m grateful to the WIN Job Center staff for all the encouragement, and there will be no looking back - just forward from now on!”



WIOA Title I — Performance Information: Twin Districts Local Workforce Development Area

TWIN DISTRICTS LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	77.5%	86.7%
Adult Employment Rate 4th Quarter After Exit	75.0%	83.3%
Adult Median Earnings 2nd Quarter After Exit	\$5,300	\$7,464
Adult Credential Attainment Rate 4th Quarter After Exit	52.0%	48.9%
Adult Measurable Skill Gain	41.0%	49.3%
Dislocated Worker Employment Rate 2nd Quarter After Exit	72.0%	72.1%
Dislocated Worker Employment Rate 4th Quarter After Exit	67.5%	69.8%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,400	\$6,550
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	52.0%	46.3%
Dislocated Worker Measurable Skill Gain	46.0%	56.0%
Youth Employment Rate 2nd Quarter After Exit	76.0%	67.3%
Youth Employment Rate 4th Quarter After Exit	72.0%	72.9%
Youth Credential Attainment Rate 4th Quarter After Exit	69.0%	47.2%
Youth Measurable Skill Gain	50.0%	76.8%
Youth Median Earnings 2nd Quarter After Exit	\$2,300	\$3,141



APPENDIX C

On-the-Job Training Accounts and Individual Training Accounts

On-the-Job Training Including MDES, MDA, & Other Funding Sources

The following tables identify the breakdown of On-the-Job Training (OJT) spending by Fund Source Category and Local Workforce Area for all funds including funds from the Mississippi Development Authority. These tables help demonstrate the diversity of the areas served with the OJT funding.

OJT by Fund Source Category

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
WIOA Adult	933	\$3,284,033.36
WIOA Dislocated Worker	139	\$511,925.92
Non-WIOA Funds	435	\$1,553,264.02
OVERALL TOTAL	1,507	\$5,349,223.30

OJT by Local Workforce Development Areas

Local Workforce Development Area (LWDA)	Number of Trainees Trained	Total Amount Obligated
Delta	219	\$982,289.80
MS Partnership	844	\$2,221,263.02
Southcentral	277	\$897,752.80
Twin Districts	167	\$1,247,917.68
TOTAL	1,507	\$5,349,223.30

OJT by Fund Source Category

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
Adult - [AD]	933	\$3,284,033.36
Dislocated Worker - [DW]	139	\$511,925.92
MDA Blauer - [A1]	27	\$103,240.00
MDA Calgon Carbon DPA - [P8]	1	\$1,455.37
MDA Calgon Carbon G-Line - [P7]	1	\$2,825.13
MDA Corelle - [M0]	8	\$42,411.72
MDA Crown, Cork & Seal - [MC]	3	\$12,948.40
MDA Delta Arts District - [P5]	2	\$4,480.00
MDA Feuer Powertrain - [MF]	10	\$76,880.00
MDA General Atomics - [M6]	22	\$96,000.00
MDA Greenserv - [MJ]	2	\$11,600.00
MDA Hearthside Food Solutions, LLC - [M8]	12	\$86,560.00
MDA Loss Prevention Services - [P3]	83	\$212,160.00
MDA Ocean Aero - [P4]	11	\$140,320.00
MDA PeopleShores - [M7]	13	\$41,685.00
MDA Viking/Lynx Grills - [M9]	16	\$51,985.60
MDA VT Halter Marine - [MZ]	36	\$210,824.00
MDA Waste Management - [MT]	163	\$371,360.00
MDA Westport Linen - [MQ]	4	\$10,080.00
NEG - Opioid - [N1]	7	\$21,248.80
PRCC Kohler Engines - [P1]	10	\$44,800.00
WIOA Rapid Response - [WR]	4	\$10,400.00
OVERALL TOTAL	1,507	\$5,349,223.30

Individual Training Accounts

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Accelerated Dental Assisting Academy	Health Related Occupations	1	\$2,659.00	\$2,659.00	\$2,659.00
Ace Training Center, Inc.	Truck Driving	109	\$455,095.00	\$455,095.00	\$4,175.18
Alcorn State University School of Nursing	Health Related Occupations	14	\$65,154.00	\$65,154.00	\$4,653.86
Bevill State Community College	Health Related Occupations	10	\$23,120.00	\$23,120.00	\$2,312.00
Coahoma Community College	Automotive Occupations	1	\$419.00	\$52,054.16	\$2,739.69
	Health Related Occupations	18	\$51,635.16		
Copiah-Lincoln Community College	Electrical Occupations	24	\$90,200.00	\$164,498.72	\$2,419.10
	Health Related Occupations	33	\$53,948.72		
	Maintenance Occupations	1	\$3,250.00		
	Service Occupations	1	\$2,250.00		
	Truck Driving	3	\$8,880.00		
	Welding Occupations	6	\$5,970.00		
CRW Truck Driving Training School	Truck Driving	96	\$364,100.00	\$364,100.00	\$3,792.71
Delta State University	Academic Classes	40	\$86,649.55	\$172,233.19	\$2,152.91
	Business Occupations	10	\$21,895.39		
	Computer Occupations	1	\$422.00		
	Health Related Occupations	29	\$63,266.25		
Delta Technical College	Health Related Occupations	2	\$12,500.00	\$24,500.00	\$4,083.33
	Truck Driving	4	\$12,000.00		
DeSoto Dental Institute	Health Related Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
East Central Community College	Electrical Occupations	7	\$10,500.00	\$77,055.27	\$1,605.32
	Health Related Occupations	30	\$39,055.27		
	Truck Driving	11	\$27,500.00		
East Mississippi Community College	Academic Classes	2	\$2,790.00	\$74,805.50	\$1,591.61
	Automotive Occupations	1	\$1,800.00		
	Business Occupations	1	\$1,500.00		
	Electrical Occupations	1	\$2,740.00		
	Health Related Occupations	22	\$26,925.50		
	Maintenance Occupations	2	\$1,000.00		
	Production Machine Occupations	3	\$8,000.00		
	Truck Driving	13	\$29,250.00		
	Welding Occupations	2	\$800.00		
Global Trucking Academy	Truck Driving	1	\$4,200.00	\$4,200.00	\$4,200.00
Hinds Community College	Academic Classes	1	\$2,507.50	\$141,660.73	\$2,322.31
	Automotive Occupations	1	\$2,517.50		
	Business Occupations	1	\$2,624.00		
	Electrical Occupations	1	\$5,307.22		
	Health Related Occupations	28	\$74,572.61		
	Miscellaneous Occupations	26	\$48,768.39		
	Production Machine Occupations	1	\$4,055.00		
	Service Occupations	2	\$1,308.51		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Holmes Community College	Academic Classes	1	\$2,872.50	\$156,987.60	\$2,150.52
	Computer Occupations	1	\$2,754.00		
	Electrical Occupations	11	\$18,650.00		
	Health Related Occupations	59	\$129,411.10		
	Welding Occupations	1	\$3,300.00		
Itawamba Community College	Health Related Occupations	8	\$17,730.00	\$22,730.00	\$2,273.00
	Truck Driving	2	\$5,000.00		
Jones College	Computer Occupations	2	\$1,589.00	\$321,072.55	\$3,344.51
	Electrical Occupations	1	\$1,600.00		
	Health Related Occupations	55	\$209,223.55		
	Service Occupations	31	\$97,460.00		
	Truck Driving	7	\$11,200.00		
Medical 2 Career College, Inc.	Health Related Occupations	1	\$1,101.00	\$1,101.00	\$1,101.00
Meridian Community College	Building & Construction Trades	1	\$4,100.00	\$269,017.10	\$2,562.07
	Computer Occupations	1	\$3,009.25		
	Electrical Occupations	1	\$500.00		
	Health Related Occupations	72	\$178,540.12		
	Production Machine Occupations	4	\$10,160.11		
	Truck Driving	25	\$70,725.94		
	Welding Occupations	1	\$1,981.68		
Mississippi Delta Community College	Health Related Occupations	80	\$213,435.33	\$280,935.33	\$2,421.86
	Service Occupations	1	\$1,000.00		
	Truck Driving	35	\$66,500.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Mississippi Gulf Coast Community College	Academic Classes	4	\$9,460.00	\$294,815.42	\$3,509.71
	Building & Construction Trades	24	\$117,848.00		
	Business Occupations	9	\$20,746.60		
	Computer Occupations	4	\$13,038.00		
	Electrical Occupations	2	\$5,166.00		
	Health Related Occupations	38	\$117,793.82		
	Welding Occupations	3	\$10,763.00		
Mississippi State Fire Academy	Academic Classes	14	\$8,400.00	\$39,122.14	\$489.03
	Fire Occupations	63	\$28,022.14		
	Health Related Occupations	3	\$2,700.00		
Mississippi State University	Health Related Occupations	3	\$5,290.00	\$16,690.00	\$1,669.00
	Manufacturing	1	\$1,800.00		
	Transportation	6	\$9,600.00		
Mississippi Truck Driving School, LLC	Truck Driving	111	\$315,675.00	\$315,675.00	\$2,843.92
Northeast Mississippi Community College	Academic Classes	2	\$1,410.00	\$86,879.00	\$2,068.55
	Building & Construction Trades	1	\$1,500.00		
	Health Related Occupations	15	\$39,090.00		
	Production Machine Occupations	2	\$879.00		
	Truck Driving	22	\$44,000.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Northwest Mississippi Community College	Academic Classes	1	\$3,300.00	\$273,625.93	\$2,682.61
	Automotive Occupations	2	\$5,050.00		
	Business Occupations	1	\$1,500.00		
	Electrical Occupations	8	\$10,083.00		
	Health Related Occupations	78	\$228,405.93		
	Maintenance Occupations	2	\$1,715.00		
	Production Machine Occupations	1	\$3,005.00		
	Truck Driving	9	\$20,567.00		
Pearl River Community College	Building & Construction Trades	1	\$3,000.00	\$321,511.61	\$2,657.12
	Business Occupations	1	\$3,073.00		
	Electrical Occupations	2	\$7,236.10		
	Health Related Occupations	95	\$264,123.25		
	Service Occupations	20	\$40,000.00		
	Welding Occupations	2	\$4,079.26		
Radical Transportation, LLC	Truck Driving	1	\$3,500.00	\$3,500.00	\$3,500.00
Southwest Mississippi Community College	Academic Classes	1	\$560.00	\$39,304.98	\$1,786.59
	Building & Construction Trades	1	\$638.88		
	Health Related Occupations	20	\$38,106.10		
Truck Driver Institute, Inc.	Truck Driving	69	\$263,220.00	\$263,220.00	\$3,814.78
University of Mississippi	Academic Classes	5	\$6,980.00	\$6,980.00	\$1,396.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	12	\$42,100.00	\$42,100.00	\$3,508.33
University of Southern Mississippi	Service Occupations	9	\$40,000.00	\$40,000.00	\$4,444.44
Upper Kutz Barber College	Cosmetology/Barbering	8	\$16,000.00	\$16,000.00	\$2,000.00
TOTAL		1,638	\$4,433,903.23	\$4,433,903.23	\$2,706.90

All Local Workforce Development Areas Individual Training Accounts

Delta Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Ace Training Center, Inc.	Truck Driving	73	\$303,895.00
Alcorn State University School of Nursing	Health Related Occupations	1	\$3,250.00
Coahoma Community College	Automotive Occupations	1	\$419.00
	Health Related Occupations	16	\$47,420.85
CRW Truck Driving Training School	Truck Driving	60	\$252,000.00
Delta State University	Academic Classes	33	\$68,990.05
	Business Occupations	9	\$19,895.39
	Computer Occupations	1	\$422.00
	Health Related Occupations	24	\$55,076.11
East Central Community College	Health Related Occupations	1	\$275.00
East Mississippi Community College	Truck Driving	1	\$2,250.00
Hinds Community College	Health Related Occupations	1	\$4,650.00
Holmes Community College	Electrical Occupations	2	\$3,850.00
	Health Related Occupations	24	\$60,344.64
Meridian Community College	Health Related Occupations	1	\$1,721.27

Delta Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Mississippi Delta Community College	Health Related Occupations	77	\$204,253.69
	Service Occupations	1	\$1,000.00
	Truck Driving	35	\$66,500.00
Mississippi State Fire Academy	Fire Occupations	3	\$1,232.14
Mississippi Truck Driving School, LLC	Truck Driving	24	\$99,675.00
Northwest Mississippi Community College	Automotive Occupations	1	\$1,945.00
	Health Related Occupations	28	\$89,814.18
	Truck Driving	1	\$2,273.00
Radical Transportation, LLC	Truck Driving	1	\$3,500.00
Truck Driver Institute, Inc.	Truck Driving	16	\$67,200.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	1	\$3,000.00
Upper Kutz Barber College	Cosmetology/Barbering	8	\$16,000.00

MS Partnership Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Bevill State Community College	Health Related Occupations	10	\$23,120.00
Coahoma Community College	Health Related Occupations	2	\$4,214.31
CRW Truck Driving Training School	Truck Driving	23	\$57,500.00

MS Partnership Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Delta State University	Health Related Occupations	4	\$5,633.14
Delta Technical College	Truck Driving	2	\$5,000.00
DeSoto Dental Institute	Health Related Occupations	1	\$1,500.00
East Central Community College	Health Related Occupations	21	\$20,388.00
	Truck Driving	1	\$2,500.00
East Mississippi Community College	Academic Classes	2	\$2,790.00
	Automotive Occupations	1	\$1,800.00
	Business Occupations	1	\$1,500.00
	Health Related Occupations	22	\$26,925.50
	Maintenance Occupations	2	\$1,000.00
	Production Machine Occupations	3	\$8,000.00
	Truck Driving	12	\$27,000.00
	Welding Occupations	2	\$800.00
Holmes Community College	Academic Classes	1	\$2,872.50
	Electrical Occupations	6	\$9,300.00
	Health Related Occupations	24	\$46,625.57
	Welding Occupations	1	\$3,300.00

MS Partnership Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Itawamba Community College	Health Related Occupations	8	\$17,730.00
	Truck Driving	2	\$5,000.00
Medical 2 Career College, Inc.	Health Related Occupations	1	\$1,101.00
Meridian Community College	Health Related Occupations	10	\$25,013.00
Mississippi Delta Community College	Health Related Occupations	1	\$3,300.00
Mississippi State Fire Academy	Academic Classes	2	\$1,200.00
	Fire Occupations	30	\$15,015.00
Mississippi State University	Health Related Occupations	2	\$3,145.00
	Manufacturing	1	\$1,800.00
	Transportation	6	\$9,600.00
Mississippi Truck Driving School, LLC	Truck Driving	87	\$216,000.00
Northeast Mississippi Community College	Academic Classes	2	\$1,410.00
	Building & Construction Trades	1	\$1,500.00
	Health Related Occupations	15	\$39,090.00
	Production Machine Occupations	2	\$879.00
	Truck Driving	22	\$44,000.00

MS Partnership Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Northwest Mississippi Community College	Academic Classes	1	\$3,300.00
	Automotive Occupations	1	\$3,105.00
	Business Occupations	1	\$1,500.00
	Electrical Occupations	8	\$10,083.00
	Health Related Occupations	50	\$138,591.75
	Maintenance Occupations	2	\$1,715.00
	Production Machine Occupations	1	\$3,005.00
	Truck Driving	8	\$18,294.00
Truck Driver Institute, Inc.	Truck Driving	14	\$35,000.00
University of Mississippi	Academic Classes	3	\$4,180.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	2	\$8,100.00

Southcentral MS Works Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Accelerated Dental Assisting Academy	Health Related Occupations	1	\$2,659.00
Ace Training Center, Inc.	Truck Driving	18	\$75,600.00
Alcorn State University School of Nursing	Health Related Occupations	13	\$61,904.00

Southcentral MS Works Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Copiah-Lincoln Community College	Electrical Occupations	22	\$82,500.00
	Health Related Occupations	33	\$53,948.72
	Maintenance Occupations	1	\$3,250.00
	Service Occupations	1	\$2,250.00
	Truck Driving	3	\$8,880.00
	Welding Occupations	6	\$5,970.00
CRW Truck Driving Training School	Truck Driving	12	\$50,400.00
Delta State University	Academic Classes	7	\$17,659.50
	Business Occupations	1	\$2,000.00
	Health Related Occupations	1	\$2,557.00
Delta Technical College	Health Related Occupations	2	\$12,500.00
	Truck Driving	2	\$7,000.00
East Mississippi Community College	Electrical Occupations	1	\$2,740.00
Global Trucking Academy	Truck Driving	1	\$4,200.00

Southcentral MS Works Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Hinds Community College	Academic Classes	1	\$2,507.50
	Automotive Occupations	1	\$2,517.50
	Business Occupations	1	\$2,624.00
	Electrical Occupations	1	\$5,307.22
	Health Related Occupations	27	\$69,922.61
	Miscellaneous Occupations	26	\$48,768.39
	Production Machine Occupations	1	\$4,055.00
	Service Occupations	2	\$1,308.51
Holmes Community College	Computer Occupations	1	\$2,754.00
	Electrical Occupations	3	\$5,500.00
	Health Related Occupations	11	\$22,440.89
Meridian Community College	Health Related Occupations	9	\$23,514.20
Mississippi Delta Community College	Health Related Occupations	2	\$5,881.64
Mississippi State Fire Academy	Academic Classes	10	\$6,000.00
	Fire Occupations	9	\$5,050.00
	Health Related Occupations	3	\$2,700.00
Mississippi State University	Health Related Occupations	1	\$2,145.00
Pearl River Community College	Health Related Occupations	4	\$12,131.66

Southcentral MS Works Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Southwest Mississippi Community College	Academic Classes	1	\$560.00
	Building & Construction Trades	1	\$638.88
	Health Related Occupations	20	\$38,106.10
University of Mississippi	Academic Classes	1	\$1,400.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	9	\$31,000.00
University of Southern Mississippi	Service Occupations	3	\$11,500.00

Twin Districts Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Ace Training Center, Inc.	Truck Driving	18	\$75,600.00
Copiah-Lincoln Community College	Electrical Occupations	2	\$7,700.00
CRW Truck Driving Training School	Truck Driving	1	\$4,200.00
East Central Community College	Electrical Occupations	7	\$10,500.00
	Health Related Occupations	8	\$18,392.27
	Truck Driving	10	\$25,000.00

Twin Districts Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Jones College	Computer Occupations	2	\$1,589.00
	Electrical Occupations	1	\$1,600.00
	Health Related Occupations	55	\$209,223.55
	Service Occupations	31	\$97,460.00
	Truck Driving	7	\$11,200.00
Meridian Community College	Building & Construction Trades	1	\$4,100.00
	Computer Occupations	1	\$3,009.25
	Electrical Occupations	1	\$500.00
	Health Related Occupations	52	\$128,291.65
	Production Machine Occupations	4	\$10,160.11
	Truck Driving	25	\$70,725.94
	Welding Occupations	1	\$1,981.68
Mississippi Gulf Coast Community College	Academic Classes	4	\$9,460.00
	Building & Construction Trades	24	\$117,848.00

Twin Districts Local Workforce Development Area

Provider Name	Course Major	# of participants	Total Amount
Mississippi Gulf Coast Community College (Continued)	Business Occupations	9	\$20,746.60
	Computer Occupations	4	\$13,038.00
	Electrical Occupations	2	\$5,166.00
	Health Related Occupations	38	\$117,793.82
	Welding Occupations	3	\$10,763.00
Mississippi State Fire Academy	Academic Classes	2	\$1,200.00
	Fire Occupations	21	\$6,725.00
Pearl River Community College	Building & Construction Trades	1	\$3,000.00
	Business Occupations	1	\$3,073.00
	Electrical Occupations	2	\$7,236.10
	Health Related Occupations	91	\$251,991.59
	Service Occupations	20	\$40,000.00
	Welding Occupations	2	\$4,079.26
Truck Driver Institute, Inc.	Truck Driving	39	\$161,020.00
University of Mississippi	Academic Classes	1	\$1,400.00
University of Southern Mississippi	Service Occupations	6	\$28,500.00

ALL LOCAL WORKFORCE DEVELOPMENT AREAS INDIVIDUAL TRAINING ACCOUNTS	# OF PARTICIPANTS	TOTAL AMOUNT
TOTAL	1,638	\$4,433,903.23

Individual Training Accounts by Local Workforce Development Area

Delta Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Ace Training Center, Inc.	Truck Driving	73	\$303,895.00	\$303,895.00	\$4,162.95
Alcorn State University School of Nursing	Health Related Occupations	1	\$3,250.00	\$3,250.00	\$3,250.00
Coahoma Community College	Automotive Occupations	1	\$419.00	\$47,839.85	\$2,814.11
	Health Related Occupations	16	\$47,420.85		
CRW Truck Driving Training School	Truck Driving	60	\$252,000.00	\$252,000.00	\$4,200.00
Delta State University	Academic Classes	33	\$68,990.05	\$144,383.55	\$2,154.98
	Business Occupations	9	\$19,895.39		
	Computer Occupations	1	\$422.00		
	Health Related Occupations	24	\$55,076.11		
East Central Community College	Health Related Occupations	1	\$275.00	\$275.00	\$275.00
East Mississippi Community College	Truck Driving	1	\$2,250.00	\$2,250.00	\$2,250.00
Hinds Community College	Health Related Occupations	1	\$4,650.00	\$4,650.00	\$4,650.00
Holmes Community College	Electrical Occupations	2	\$3,850.00	\$64,194.64	\$2,469.02
	Health Related Occupations	24	\$60,344.64		
Meridian Community College	Health Related Occupations	1	\$1,721.27	\$1,721.27	\$1,721.27

Delta Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Mississippi Delta Community College	Health Related Occupations	77	\$204,253.69	\$271,753.69	\$2,404.90
	Service Occupations	1	\$1,000.00		
	Truck Driving	35	\$66,500.00		
Mississippi State Fire Academy	Fire Occupations	3	\$1,232.14	\$1,232.14	\$410.71
Mississippi Truck Driving School, LLC	Truck Driving	24	\$99,675.00	\$99,675.00	\$4,153.13
Northwest Mississippi Community College	Automotive Occupations	1	\$1,945.00	\$94,032.18	\$3,134.41
	Health Related Occupations	28	\$89,814.18		
	Truck Driving	1	\$2,273.00		
Radical Transportation, LLC	Truck Driving	1	\$3,500.00	\$3,500.00	\$3,500.00
Truck Driver Institute, Inc.	Truck Driving	16	\$67,200.00	\$67,200.00	\$4,200.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	1	\$3,000.00	\$3,000.00	\$3,000.00
Upper Kutz Barber College	Cosmetology/Barbering	8	\$16,000.00	\$16,000.00	\$2,000.00
TOTAL		444	\$1,380,852.32	\$1,380,852.32	\$3,110.03

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Bevill State Community College	Health Related Occupations	10	\$23,120.00	\$23,120.00	\$2,312.00
Coahoma Community College	Health Related Occupations	2	\$4,214.31	\$4,214.31	\$2,107.16
CRW Truck Driving Training School	Truck Driving	23	\$57,500.00	\$57,500.00	\$2,500.00
Delta State University	Health Related Occupations	4	\$5,633.14	\$5,633.14	\$1,408.29
Delta Technical College	Truck Driving	2	\$5,000.00	\$5,000.00	\$2,500.00
DeSoto Dental Institute	Health Related Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00
East Central Community College	Health Related Occupations	21	\$20,388.00	\$22,888.00	\$1,040.36
	Truck Driving	1	\$2,500.00		
East Mississippi Community College	Academic Classes	2	\$2,790.00	\$69,815.50	\$1,551.46
	Automotive Occupations	1	\$1,800.00		
	Business Occupations	1	\$1,500.00		
	Health Related Occupations	22	\$26,925.50		
	Maintenance Occupations	2	\$1,000.00		
	Production Machine Occupations	3	\$8,000.00		
	Truck Driving	12	\$27,000.00		
	Welding Occupations	2	\$800.00		

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Holmes Community College	Academic Classes	1	\$2,872.50	\$62,098.07	\$1,940.56
	Electrical Occupations	6	\$9,300.00		
	Health Related Occupations	24	\$46,625.57		
	Welding Occupations	1	\$3,300.00		
Itawamba Community College	Health Related Occupations	8	\$17,730.00	\$22,730.00	\$2,273.00
	Truck Driving	2	\$5,000.00		
Medical 2 Career College, Inc.	Health Related Occupations	1	\$1,101.00	\$1,101.00	\$1,101.00
Meridian Community College	Health Related Occupations	10	\$25,013.00	\$25,013.00	\$2,501.30
Mississippi Delta Community College	Health Related Occupations	1	\$3,300.00	\$3,300.00	\$3,300.00
Mississippi State Fire Academy	Academic Classes	2	\$1,200.00	\$16,215.00	\$506.72
	Fire Occupations	30	\$15,015.00		
Mississippi State University	Health Related Occupations	2	\$3,145.00	\$14,545.00	\$1,616.11
	Manufacturing	1	\$1,800.00		
	Transportation	6	\$9,600.00		
Mississippi Truck Driving School, LLC	Truck Driving	87	\$216,000.00	\$216,000.00	\$2,482.76

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Northeast Mississippi Community College	Academic Classes	2	\$1,410.00	\$86,879.00	\$2,068.55
	Building & Construction Trades	1	\$1,500.00		
	Health Related Occupations	15	\$39,090.00		
	Production Machine Occupations	2	\$879.00		
	Truck Driving	22	\$44,000.00		
Northwest Mississippi Community College	Academic Classes	1	\$3,300.00	\$179,593.75	\$2,494.36
	Automotive Occupations	1	\$3,105.00		
	Business Occupations	1	\$1,500.00		
	Electrical Occupations	8	\$10,083.00		
	Health Related Occupations	50	\$138,591.75		
	Maintenance Occupations	2	\$1,715.00		
	Production Machine Occupations	1	\$3,005.00		
	Truck Driving	8	\$18,294.00		
Truck Driver Institute, Inc.	Truck Driving	14	\$35,000.00	\$35,000.00	\$2,500.00
University of Mississippi	Academic Classes	3	\$4,180.00	\$4,180.00	\$1,393.33

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	2	\$8,100.00	\$8,100.00	\$4,050.00
TOTAL		424	\$864,425.77	\$864,425.77	\$2,038.74

Southcentral Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Accelerated Dental Assisting Academy	Health Related Occupations	1	\$2,659.00	\$2,659.00	\$2,659.00
Ace Training Center, Inc.	Truck Driving	18	\$75,600.00	\$75,600.00	\$4,200.00
Alcorn State University School of Nursing	Health Related Occupations	13	\$61,904.00	\$61,904.00	\$4,761.85
Copiah-Lincoln Community College	Electrical Occupations	22	\$82,500.00	\$156,798.72	\$2,375.74
	Health Related Occupations	33	\$53,948.72		
	Maintenance Occupations	1	\$3,250.00		
	Service Occupations	1	\$2,250.00		
	Truck Driving	3	\$8,880.00		
	Welding Occupations	6	\$5,970.00		
CRW Truck Driving Training School	Truck Driving	12	\$50,400.00	\$50,400.00	\$4,200.00

Southcentral Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Delta State University	Academic Classes	7	\$17,659.50	\$22,216.50,	\$2,468.50
	Business Occupations	1	\$2,000.00		
	Health Related Occupations	1	\$2,557.00		
Delta Technical College	Health Related Occupations	2	\$12,500.00	\$19,500.00,	\$4,875.00
	Truck Driving	2	\$7,000.00		
East Mississippi Community College	Electrical Occupations	1	\$2,740.00	\$2,740.00	\$2,740.00
Global Trucking Academy	Truck Driving	1	\$4,200.00	\$4,200.00	\$4,200.00
Hinds Community College	Academic Classes	1	\$2,507.50	\$137,010.73	\$2,283.51
	Automotive Occupations	1	\$2,517.50		
	Business Occupations	1	\$2,624.00		
	Electrical Occupations	1	\$5,307.22		
	Health Related Occupations	27	\$69,922.61		
	Miscellaneous Occupations	26	\$48,768.39		
	Production Machine Occupations	1	\$4,055.00		
	Service Occupations	2	\$1,308.51		
Holmes Community College	Computer Occupations	1	\$2,754.00	\$2,754.00	\$2,754.00

Southcentral Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Holmes Community College (continued)	Electrical Occupations	3	\$5,500.00	\$27,940.89	\$1,995.78
	Health Related Occupations	11	\$22,440.89		
Meridian Community College	Health Related Occupations	9	\$23,514.20	\$23,514.20	\$2,612.69
Mississippi Delta Community College	Health Related Occupations	2	\$5,881.64	\$5,881.64	\$2,940.82
Mississippi State Fire Academy	Academic Classes	10	\$6,000.00	\$13,750.00	\$625.00
	Fire Occupations	9	\$5,050.00		
	Health Related Occupations	3	\$2,700.00		
Mississippi State University	Health Related Occupations	1	\$2,145.00	\$2,145.00	\$2,145.00
Pearl River Community College	Health Related Occupations	4	\$12,131.66	\$12,131.66	\$3,032.92
Southwest Mississippi Community College	Academic Classes	1	\$560.00	\$39,304.98	\$1,786.59
	Building & Construction Trades	1	\$638.88		
	Health Related Occupations	20	\$38,106.10		
University of Mississippi	Academic Classes	1	\$1,400.00	\$1,400.00	\$1,400.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	9	\$31,000.00	\$31,000.00	\$3,444.44
University of Southern Mississippi	Service Occupations	3	\$11,500.00	\$11,500.00	\$3,833.33
TOTAL		273	\$704,351.32	\$704,351.32	\$2,580.04

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Ace Training Center, Inc.	Truck Driving	18	\$75,600.00	\$75,600.00	\$4,200.00
Copiah-Lincoln Community College	Electrical Occupations	2	\$7,700.00	\$7,700.00	\$3,850.00
CRW Truck Driving Training School	Truck Driving	1	\$4,200.00	\$4,200.00	\$4,200.00
East Central Community College	Electrical Occupations	7	\$10,500.00	\$53,892.27	\$2,155.69
	Health Related Occupations	8	\$18,392.27		
	Truck Driving	10	\$25,000.00		
Jones College	Computer Occupations	2	\$1,589.00	\$321,072.55	\$3,344.51
	Electrical Occupations	1	\$1,600.00		
	Health Related Occupations	55	\$209,223.55		
	Service Occupations	31	\$97,460.00		
	Truck Driving	7	\$11,200.00		
Meridian Community College	Building & Construction Trades	1	\$4,100.00	\$218,768.63	\$2,573.75
	Computer Occupations	1	\$3,009.25		
	Electrical Occupations	1	\$500.00		
	Health Related Occupations	52	\$128,291.65		
	Production Machine Occupations	4	\$10,160.11		
	Truck Driving	25	\$70,725.94		
	Welding Occupations	1	\$1,981.68		

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Mississippi Gulf Coast Community College	Academic Classes	4	\$9,460.00	\$294,815.42	\$3,509.71
	Building & Construction Trades	24	\$117,848.00		
	Business Occupations	9	\$20,746.60		
	Computer Occupations	4	\$13,038.00		
	Electrical Occupations	2	\$5,166.00		
	Health Related Occupations	38	\$117,793.82		
	Welding Occupations	3	\$10,763.00		
Mississippi State Fire Academy	Academic Classes	2	\$1,200.00	\$7,925.00	\$344.57
	Fire Occupations	21	\$6,725.00		
Pearl River Community College	Building & Construction Trades	1	\$3,000.00	\$309,379.95	\$2,644.27
	Business Occupations	1	\$3,073.00		
	Electrical Occupations	2	\$7,236.10		
	Health Related Occupations	91	\$251,991.59		
	Service Occupations	20	\$40,000.00		
	Welding Occupations	2	\$4,079.26		
Truck Driver Institute, Inc.	Truck Driving	39	\$161,020.00	\$161,020.00	\$4,128.72
University of Mississippi	Academic Classes	1	\$1,400.00	\$1,400.00	\$1,400.00
University of Southern Mississippi	Service Occupations	6	\$28,500.00	\$28,500.00	\$4,750.00
TOTAL		497	\$1,484,273.82	\$1,484,273.82	\$2,986.47

Statewide Individual Training Account (ITA) Types and Participants

The following tables identify the breakdown of ITA spending by Fund Source Category, Local Workforce Area, and by Occupational Training Type. These tables help demonstrate the diversity of both the areas served and the multiple training types for which funds were provided.

ITA by Fund Source Category

Fund Source Category	Number of Students Trained	Total Amount Spent
Adult	1,193	\$3,187,523.42
Dislocated Worker	302	\$889,440.65
NEG - Opioid	16	\$26,583.17
Out-of-School Youth	49	\$116,666.73
TANF Career Step	78	\$213,689.26
TOTAL	1,638	\$4,433,903.23

ITA by Local Workforce Area

Local Workforce Development Area	Number of Students Trained	Total Amount Spent
Delta	444	\$1,380,852.32
MS Partnership	424	\$864,425.77
Southcentral	273	\$704,351.32
Twin Districts	497	\$1,484,273.82
TOTAL	1,638	\$4,433,903.23

ITA by Occupational Training Type

Occupational Training Type	Number of Students Trained	Total Amount Spent
Academic Classes	71	\$124,929.55
Automotive Occupations	5	\$9,786.50
Building & Construction Trades	28	\$127,086.88
Business Occupations	23	\$51,338.99
Computer Occupations	9	\$20,812.25
Cosmetology/Barbering	8	\$16,000.00
Electrical Occupations	58	\$151,982.32
Fire Occupations	63	\$28,022.14
Health Related Occupations	727	\$1,901,386.71
Maintenance Occupations	5	\$5,965.00
Manufacturing	1	\$1,800.00
Miscellaneous Occupations	26	\$48,768.39
Production Machine Occupations	11	\$26,099.11
Service Occupations	64	\$182,018.51
Transportation	6	\$9,600.00
Truck Driving	518	\$1,701,412.94
Welding Occupations	15	\$26,893.94
TOTAL	1,638	\$4,433,903.23

Individual Training Account Approved Course Listing

ACADEMIC CLASSES

ALTERNATE ROUTE TO TEACHER'S LICENSE
BACHELOR OF BUSINESS ADMINISTRATION - GENERAL
BACHELOR OF SCIENCE IN AUDIOLOGY & SPEECH PATHOLOGY
BACHELOR OF SCIENCE IN EDUCATION IN ENGLISH
BACHELOR OF SCIENCE IN SOCIAL WORK
BACHELOR OF SCIENCE - INTERDISCIPLINARY STUDIES (K-8)
BACHELOR OF ART MUSIC
BACHELOR OF SCIENCE IN APPLIED TECHNOLOGY
EMERGENCY MEDICAL TECH - BASIC
ENGINEERING TECH
GRAPHIC DESIGN - ASSOCIATE DEGREE
INSTRUMENTATION TECHNOLOGY

AUTOMOTIVE OCCUPATIONS

AUTOMOTIVE SERVICE TECH. - CERTIFICATE
AUTOMOTIVE SERVICES TECH. - ASSOCIATE
COLLISION REPAIR - 1 YR
COLLISION REPAIR - 2 YR
DIESEL MECHANIC - ASSOCIATE DEGREE

BUILDING & CONSTRUCTION TRADES

CARPENTER - 1 YEAR
CONSTRUCTION ENGINEERING/MANAGEMENT - ASSOCIATE
CONSTRUCTION EQUIPMENT (OPERATOR)
ELECTRICAL - INTRODUCTION - ONE YEAR CERTIFICATE
HEAVY EQUIPMENT & MAINTENANCE OPERATIONS COMBO

BUSINESS OCCUPATIONS

BACHELOR OF BUSINESS ADMINISTRATION - ACCOUNTING
BACHELOR OF BUSINESS ADMINISTRATION - MANAGEMENT
BACHELOR OF SCIENCE - INTERDISCIPLINARY STUDIES
BACHELOR OF SCIENCE IN MATHEMATICS EDUCATION
BUSINESS ADMINISTRATION IN FINANCE - BACHELOR'S
BUSINESS MANAGEMENT TECH - ASSOCIATE
OFFICE SYSTEM TECH - ASSOCIATE
PARALEGAL
PROCESS OPERATIONS - 2 YEAR

COMPUTER OCCUPATIONS

BACHELOR OF BUSINESS ADMINISTRATION - COMPUTER
INFORMATION SYSTEMS
CODING TECHNOLOGY
COMPUTER INFORMATION SYSTEMS TECH (LAN)
COMPUTER NETWORK SUPPORT - ASSOCIATE DEGREE
COMPUTER NETWORKING TECHNICIAN - CERTIFICATE
CYBERSECURITY TECHNOLOGY

COSMETOLOGY/BARBERING

BARBER

ELECTRICAL OCCUPATIONS

ELECTRICAL LINEMAN
ELECTRICAL LINEMAN - ASSOCIATE DEGREE
ELECTRICAL TECH - ASSOCIATE DEGREE
ELECTRONICS TECHNOLOGY - ASSOCIATE DEGREE

FIRE OCCUPATIONS

DRIVER/OPERATOR 1002: PUMPER APPARATUS
FIRE FIGHTER 1001-I-II
FIRE OFFICER
FIRE OFFICER 1021-I-II
FIRE SERVICE INSTRUCTOR
FIRE SERVICE INSTRUCTOR 1041-I-II

HEALTH RELATED OCCUPATIONS

BACHELOR'S IN BUSINESS - HEALTHCARE ADMINISTRATION
DENTAL ASSISTING TECHNOLOGY - CERTIFICATE
DENTAL HYGIENE
EMT ADVANCE
HEALTH CARE ASSISTANT
HEALTH INFORMATION TECH
HEALTH SERVICES
LPN HYBRID
LPN TO RN HYBRID
MEDICAL ADMINISTRATIVE ASSISTANT CERTIFIED CMAA
MEDICAL ASSISTANT - ASSOCIATE DEGREE

Individual Training Account Approved Course Listing — continued

HEALTH RELATED OCCUPATIONS (CONTINUED)

MEDICAL ASSISTANT - CERTIFICATE
MEDICAL BILLING AND CODING ASSOCIATE DEGREE
MEDICAL CLERICAL/BILLING CLERK
MEDICAL LAB
MEDICAL OFFICE TECHNOLOGY - HEALTH CARE DATA
NURSING
NURSING - ACCELERATED BSN ENTRY LEVEL AS SECOND DEGREE
NURSING - ACCELERATED TRACK LPN TO RN
NURSING - ASSOCIATE DEGREE (RN)
NURSING - BACHELOR OF SCIENCE (BSN)
NURSING - CERTIFIED NURSING ASSISTANT (CNA)
NURSING - LICENSED PRACTICAL NURSE (LPN)
NURSING - LPN - EVENING
NURSING - RN UPGRADE TO BSN
OCCUPATIONAL THERAPY
PHARMACY TECH
PHYSICAL THERAPIST ASSIST TECH
POLYSOMNOGRAPHY TECHNOLOGY-ASSOCIATE DEGREE
RADIOGRAPHY TECH - ASSOCIATE DEGREE
RESPIRATORY CARE
SONOGRAPHY / ULTRASOUND TECHNOLOGY - ASSOCIATE DEGREE
SURGICAL TECH - 1 YEAR CERTIFICATE
SURGICAL TECH - ASSOCIATE DEGREE

MAINTENANCE OCCUPATIONS

HEATING & AIR CONDITIONING - ASSOCIATE
HEATING & AIR CONDITIONING - CERTIFICATE

MANUFACTURING

MACHINIST CNC

MISCELLANEOUS OCCUPATIONS

MEDICAL DATA TECHNOLOGY - CAREER CERTIFICATE
MI-BEST BASIC ESSENTIAL SKILLS

PRODUCTION MACHINE OCCUPATIONS

MACHINE TOOL OCCUPATIONS - ASSOCIATE DEGREE
MACHINE TOOL OPERATOR - 2 YR CERTIFICATE
MECHATRONICS
MILLWRIGHT
PRECISION MACHINING
PRECISION MANUFACTURING & MACHINE TECHNOLOGY
ROBOTICS - MANUFACTURING - CERTIFICATE

SERVICE OCCUPATIONS

BASIC LAW ENFORCEMENT TRAINING
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) - ASSOCIATE DEGREE
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) - CERTIFICATE
HOSPITALITY & TOURISM - HOTEL & REST MGMT - ASSOCIATE
TRUCK DRIVER - ACCELERATED

TRANSPORTATION

FREIGHT BROKER/AGENT TRAINING

TRUCK DRIVING

CDL TRAINING
TRUCK DRIVER
TRUCK DRIVER - EVENING PROGRAM
TRUCK DRIVER - INTERNSHIP

WELDING OCCUPATIONS

WELDER - ASSOCIATE DEGREE
WELDING - CAREER CERTIFICATE
WELDING & CUTTING
WELDING BASIC
WELDING, BRAZING, AND SOLDERING

APPENDIX D

Title I. Supplemental Information

Individuals Served by Service Center

Basic Career Services - Basic career services are universally accessible and must be made available to all individuals seeking employment and training services. Generally, these services include services such as eligibility determinations, initial skill assessments, labor exchange services, provision of information on programs and services, and program referrals.

Individualized Career Services - Individualized career services must be provided to participants after WIN Job Center staff determine that such services are required to retain or obtain employment, consistent with any applicable statutory priorities. Generally, these services involve significant staff time and customization to each individual's need. Individualized career services include services such as specialized assessments, developing an individual employment plan, counseling, work experiences (including transitional jobs), etc.

An individual may receive multiple services at service centers.

Delta Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Batesville WIN Job Center	0	0	7	7	0	0	7	7
Batesville NWCC WIN Job Center	503	207	393	205	158	158	1,054	210
Bolivar County CAA	0	0	154	37	0	0	154	37
Clarksdale WIN Job Center	146	56	818	208	32	32	996	208
Cleveland WIN Job Center	569	236	1,254	298	215	215	2,038	299
Coahoma Community College	0	0	136	19	0	0	136	19
Greenville WIN Job Center	474	217	222	111	77	77	773	219
Greenwood WIN Job Center	279	110	303	122	67	67	649	133
Indianola WIN Job Center	876	207	377	240	98	97	1,351	280
Lexington WIN Job Center	79	26	62	27	24	24	165	27

Delta	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Mid-State Opportunity, Inc.	0	0	188	24	0	0	188	24
North Central Planning and Development District - (DELTA)	0	0	4	1	0	0	4	1
Sunflower Humphreys County Progress	0	0	583	51	0	0	583	51
Vocational Rehabilitation	0	0	4	4	0	0	4	4
WWISCCA (Delta)	0	0	503	86	20	20	523	86
DELTA TOTAL	2,926	1,059	5,008	1,417	691	690	8,625	1,581

Mississippi Partnership	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Amory WIN Job Center	87	62	168	95	54	54	309	114
Attala County Kosciusko WIN Job Center	63	23	90	56	20	19	173	70
Calhoun County Schools	14	7	73	14	0	0	87	14
Calhoun County WIN Job Center	32	12	36	19	0	0	68	19
Corinth WIN Job Center	573	204	572	297	194	193	1,339	368
DeSoto County WIN Job Center	100	54	276	166	85	85	461	175
East Mississippi Community College - (MP)	152	77	414	78	1	1	567	79
Golden Triangle Planning and Development District	182	90	683	91	0	0	865	91
Grenada WIN Job Center	738	219	751	214	124	124	1,613	243
Houston WIN Job Center	156	60	41	37	35	34	232	98
Itawamba Community College	143	72	412	78	1	1	556	78

Mississippi Partnership Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Iuka WIN Job Center	46	19	30	17	19	19	95	27
Louisville WIN Job Center	269	120	254	102	59	59	582	138
Marshall County WIN Job Center	241	87	341	176	103	103	685	181
Mayhew WIN Job Center	732	300	576	293	105	103	1,413	320
New Albany WIN Job Center	126	64	85	51	37	37	248	65
New Albany School District	26	13	81	17	0	0	107	17
North Central Planning and Development District - (MP)	123	62	296	67	0	0	419	67
Northeast Mississippi Community College - (MP)	157	78	680	79	0	0	837	79
Northeast Mississippi Community Services, Inc.	0	0	17	17	0	0	17	17
Northwest Mississippi Community College	166	83	669	85	0	0	835	85
Oxford WIN Job Center	188	95	217	133	123	123	528	136
Pontotoc WIN Job Center	103	52	111	98	93	92	307	151
Pontotoc County School District	50	24	145	24	0	0	195	24
Senatobia WIN Job Center	33	20	314	145	41	38	388	148
Three Rivers PDD	133	68	420	68	0	0	553	68
Tupelo WIN Job Center	735	271	1,012	614	555	549	2,302	741
West Point WIN Job Center	91	67	67	50	0	0	158	75
MISSISSIPPI PARTNERSHIP TOTAL	5,459	2,261	8,831	3,012	1,649	1,629	15,939	3,476

Southcentral MS Works Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Brookhaven WIN Job Center	342	132	170	135	52	51	564	151
Central MS PDD	5	4	94	83	0	0	99	85
Copiah Lincoln Community College	1	1	5	4	3	3	9	4
Hinds Community College	47	37	117	53	0	0	164	53
Jackson CMPDD	353	148	309	161	144	136	806	178
Jackson WIN Job Center	82	42	57	45	0	0	139	49
Madison County WIN Job Center	88	79	90	87	32	32	210	98
Madison County Youth Court Jobs4Youth	0	0	15	12	0	0	15	12
McComb WIN Job Center	208	108	144	122	36	34	388	127
Natchez WIN Job Center	835	176	1,245	284	146	145	2,226	304
Pearl WIN Job Center	51	25	72	48	0	0	123	48
Pearl CMPDD	84	76	229	95	70	68	383	99
Refill Cafe Youth Program	0	0	2	2	0	0	2	2
Refill Jackson Initiative	0	0	0	0	1	1	1	1
Sunnybrook Children's Home	0	0	1	1	0	0	1	1
Vicksburg WIN Job Center	120	60	160	73	0	0	280	77
Vicksburg CMPDD	422	216	463	233	215	205	1,100	240
Vocational Rehabilitation	0	0	10	10	0	0	10	10
Warren County ARC	0	0	6	5	0	0	6	5
Yazoo County Youth Court YES Program	0	0	6	6	0	0	6	6
SOUTHCENTRAL MS WORKS TOTAL	2,638	1,094	3,195	1,389	699	675	6,532	1,465

Twin Districts Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Carthage WIN Job Center	510	118	308	152	27	26	845	169
Choctaw WIN Job Center	0	0	51	26	0	0	51	26
Columbia WIN Job Center	518	176	673	259	33	33	1,224	262
East Central Community College	0	0	68	21	0	0	68	21
East Mississippi Community College - (TD)	63	32	177	35	0	0	240	35
Forest WIN Job Center	674	271	1,077	368	65	62	1,816	420
Gulfport WIN Job Center	1,746	364	1,058	535	223	217	3,027	562
Hancock County WIN Job Center	26	19	70	40	16	16	112	47
Hattiesburg WIN Job Center	1,180	333	1,807	548	111	110	3,098	549
Jones College	101	58	302	49	0	0	403	66
Laurel WIN Job Center	594	139	440	243	89	87	1,123	256
Meridian WIN Job Center	2,494	302	1,876	564	93	91	4,463	574
Meridian Community College	53	27	178	36	0	0	231	36
Mississippi Gulf Coast Community College	153	81	447	90	0	0	600	99
Pascagoula WIN Job Center	111	82	880	430	276	276	1,267	440
Pearl River Community College	9	8	28	25	0	0	37	31
Philadelphia WIN Job Center	15	3	153	82	0	0	168	83
Picayune WIN Job Center	315	125	1,989	317	47	45	2,351	317
SMPDD	210	106	616	147	0	0	826	147
TWIN DISTRICTS TOTAL	8,772	2,207	12,198	3,837	980	963	21,950	3,940

Individuals Placed by WIN Job Center

The number of individuals placed in a job through WIN Job Centers.

Delta

WIN Job Center	Placements	Participants Placed
Batesville	113	97
Cleveland	192	156
Indianola	89	67
Lexington	4	1
Clarksdale	75	48
Greenville	105	51
Greenwood	101	69
TOTAL *	679	485

Southcentral MS Works

WIN Job Center	Placements	Participants Placed
Brookhaven	214	83
Madison County	138	61
Pearl	230	58
McComb	368	108
Natchez	499	226
Vicksburg	405	76
Jackson	7	4
TOTAL *	1,861	599

Mississippi Partnership

WIN Job Center	Placements	Participants Placed
DeSoto County	28	26
Louisville	118	59
West Point	93	49
Iuka	21	9
Marshall County	16	16
Oxford	1	1
Houston	73	47
Pontotoc	173	97
New Albany	29	11
Amory	118	54
Calhoun County	3	3
Mayhew	111	53
Corinth	134	46
Grenada	107	82
Tupelo	289	123
Attala County	20	10
Senatobia	2	1
TOTAL *	1,336	655

Twin Districts

WIN Job Center	Placements	Participants Placed
Picayune	348	161
Columbia	479	150
Carthage	177	81
Forest	432	222
Philadelphia	355	167
Choctaw	123	40
Hattiesburg	1,664	380
Laurel	397	134
Meridian	228	109
Pascagoula	435	307
Gulfport	831	251
Hancock County	21	18
TOTAL *	5,490	1,858

* An individual may be placed more than once by a WIN Job Center.

2021 Workforce Innovation and Opportunity Act Annual Report
presented by the State Administrative Entity for WIOA in Mississippi

Submitted December 1, 2022 by



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

For more information, call 601-493-9427 or visit mdes.ms.gov



An equal opportunity employer and program, MDES has auxiliary aids and services available upon request to those with disabilities.

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